

LEATHER *in* SHOES

The International Shoe and Leather Weekly

If you make
stitch-down
shoes,
consider
these 5
timely facts:

1. Dewey and Almy is the **oldest** manufacturer of stitch-down welting*.
2. Darex is the **largest-selling** brand of stitch-down welting*.
3. Dewey and Almy maintains the **largest** stocks of stitch-down welting*.
4. Darex has been the **accepted standard** for stitch-down welting* for 25 years.
5. Dewey and Almy is the only manufacturer of stitch-down welting* with **complete control of its supply** of materials . . . from the raw fibre to the finished product.

DAREX stitch-down welting

Darex is made of latex-impregnated fibres. It is available in three widths: 1/2" (250 yds/spool), 7/32" (200 yds/spool), and 4/32" (175 yds/spool). One thickness, 2/32". Four colors: army russet, black, natural, and white.

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Cambridge 40, Massachusetts Montreal 32, Canada

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Am - O - Krome

**BELLIES — BENDS — SHOULDERS
FULL GRAIN LINING BELLIES**

by

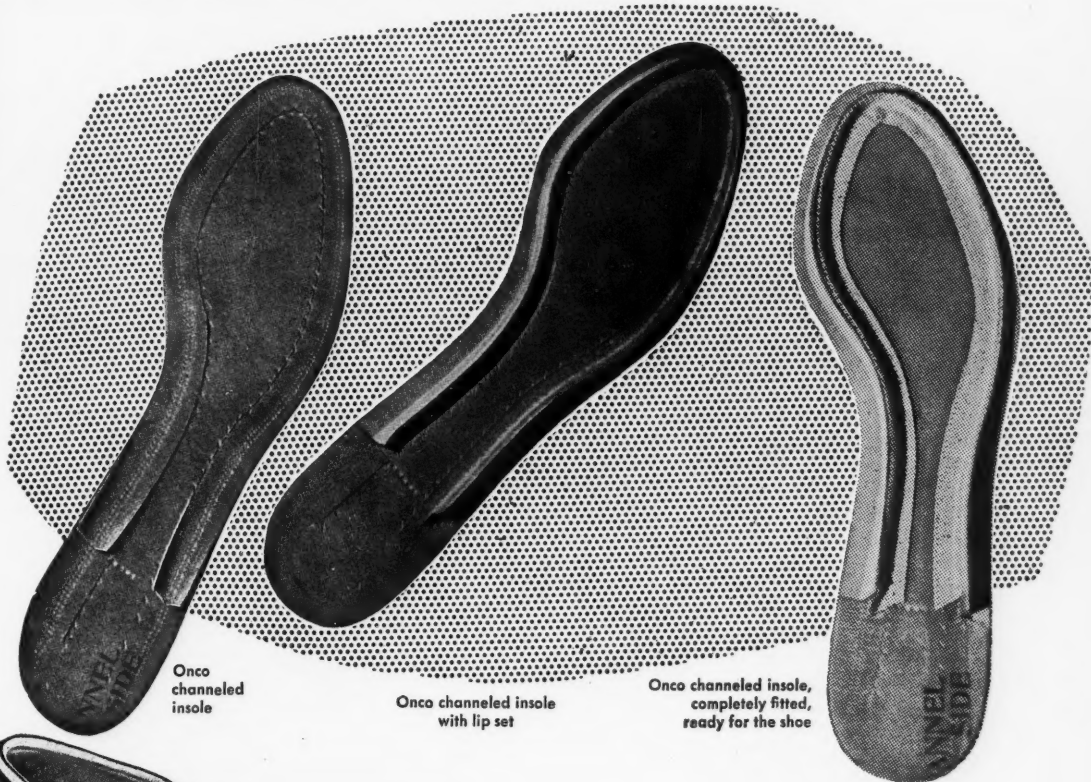
AMERICAN OAK CHROME RETAN DIVISION

(HOWES LEATHER COMPANY, INC.)

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more profit but no more work!

ONCO® New Comfort Depth Welt Insole for Goodyear Welt Construction or Cemented Rib Process Means More Sales . . . More Profits for You



Onco
channeled
insole

Onco channeled insole
with lip set

Onco channeled insole,
completely fitted,
ready for the shoe



For lower costs in CUSHION WELT INSOLES

Both channeled and cemented rib process Onco Welts will lend themselves to applications of Cork or Sponge Rubber.

**For MEN'S, BOYS' & WOMEN'S
Cushion Welt Shoes**



Your standard Goodyear equipment channels and fits this revolutionary new Onco Insole . . . enables you to make better, more profitable shoes without adding a single shoemaking operation! Actually, costs are lowered!

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BROWN COMPANY

SALES OFFICES—500 FIFTH AVENUE, NEW YORK 18 • MILLS—BERLIN, N. H.

LEATHER and SHOES



This column cordially invites the opinions of all L&S readers.

Brickbat

The title of your lead news story in the July 29 issue, "Most Shoe Manufacturers See Footwear Price Rises Inevitable," presumes too much. As one shoe manufacturer, I don't see anything "inevitable" about price rises. There are ample supplies of everything, including leather. Price levels are simply what we determine them to be by sensible buying policy in the face of avarice. When you use the term "inevitable" in an influential publication such as yours, you tend to make the seller feel justified in raising prices.

MIDWESTERN SHOE MANUFACTURER

(Economic conditions and industry actions—not editors—determine use of words such as "inevitable." We simply report, realistically, actions and attitudes. The editors.)

Bouquet

We sent copies of your article "Juvenile Shoes—Still Short of the Potential" to the better-known manufacturers of children's shoes. I thought you would be pleased to know that every one requested additional reprints for their salesmen and praised the article highly.

C. H. Turner of the Walkin Shoe Co. wrote: "This is indeed a very interesting article and we are happy that you sent this information on to us. We are wondering, however, if you would have possibly five or six additional copies which we could send to our various salesmen. We feel this is an outstanding article and want to thank you for remembering us."

This was the tenor of all the requests.

Joseph Lelyveld, chairman
National Foot Health Council
Rockland, Mass.



LEATHER and SHOES

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LEATHER and SHOES

August 5, 1950

The Leader Takes Another Giant Step Forward

WHEN you receive this issue of *Leather and Shoes* you will find it completely re-designed from front cover to back. The leading business paper of the leather and shoe industry thus takes another giant step forward in giving readers an improved and easier-to-read magazine that covers all of the news and the best in features.

In addition to the new format, *Leather and Shoes* brings you the first in the informative new series, "What Shoe Foremen Think of Management." This intensive study of personnel relations is one every executive in the industry will want to read and keep.

So here again—L & S sets another record for excellence!

Every week, more than 10,000 top-level shoe and leather industry executives read

LEATHER and SHOES
The International Shoe and Leather Weekly

WE'RE NEGLECTING OUR SHOE FOREMEN

They are one of our undeveloped resources

IN a recent article in *Leather and Shoes*, Lawrence J. Allen, Supervisor of Foremen Training at the Brown Shoe Co., St. Louis, stated, "The job of the foreman is becoming more and more a many-sided job, and a company has certainly not taken full advantage of its potential if it fails to motivate its foremen so that they will recognize the need for their continued growth in their jobs."

The shoe foreman stands unique in our industry. While his job is one of the most important in the scheme of production, and he as an individual is vital as a link in labor-management relations, the foreman and the potentialities of his job have been surprisingly neglected by front-office management. As a result, the foreman is "isolated" somewhere between labor and management, experiencing a sort of occupational exile which does not serve in the best interests of the industry.

Recently, *Leather and Shoes* completed a survey of some 2,500 shoe foremen—the largest and most comprehensive survey of its kind ever conducted in the industry. This survey "re-discovered" the foreman. This report is presented in a three-part series of articles, beginning in this issue.

What Is His Status?

Just where does the foreman fit in the total company picture, anyhow? Ask the average foreman and he finds it hard to give a positive answer. He is not genuinely a member of the managerial circle, functioning as an executive. And he is not a member of the labor force—that is, a participant in organized and unionized labor. He is in an unique position, sandwiched between these forces, yet not wholly accepted by either. And because of his isolation he is left somewhat bewildered as to his functional capacity.

Modern management has "recognized" the foreman—recognized his potentials for growth, for broader services, for greater values to the company. Modern management has devised and taken definite steps to develop its foremen, to convert the recognition of lip service into the recognition of action. The policy is

paying handsome dividends and creating incentives and enthusiasms among foremen, which in turn are profitably converted for the company.

L & S Editorial

reprints available at nominal costs: Up to 100, 10c each; 200-500, 5c each; 1000-3000, 2 1/2c each; 5000 or over, 1 1/2c each.

In analyzing the hundreds of foremen's replies to the L&S survey, one significant fact rose dominantly to the surface: the foreman is profoundly conscious of the "lack of recognition" accorded him. This was expressed in many ways. For example, that he was taken too much for granted by management; that his abilities and merits were often unrecognized or not given opportunity for expression; that his opportunities for advancement, for movement into broader roles, were limited; that he was not regarded as a member of the managerial circle; that he was given heavy responsibilities but little authority. In short, that he was a number rather than an individual. The foreman often feels he is the forgotten man.

Development of the foreman through special training programs can result in priceless returns for all. The foreman often reflects, in the mind of labor, the attitude and policy of the company. It is important that the company strive to put its best foot forward in this respect—to make an opportunity out of what might be a liability. This is done through specialized training. Also, the foreman is an influential force in labor-management relations in the plant, a liaison between the working force and managerial force. Special training in personnel relations would stand the company and the foremen in good stead.

The foreman is highly influential in costs and savings, in the over-all flow of efficient production. Yet how many are specifically trained by management in modern developments, in

the required managerial capacities? In most cases the foreman is hired for his job skill rather than his managerial capacities.

The responsibility of over-all development of the foreman—of his job and his potentialities—lies primarily with management. The latter must take the initiative if it is to realize the promised profitable returns. At the same time it is up to the foremen individually to develop themselves, in cooperation with management, for broader capacities. This development, coming from two sides, could converge with great effectiveness to the benefit of all.

The idea that the foreman is a departmental cog is as antiquated as the minds which retain the idea. In industries or companies where the foremen have been trained and developed for more responsible roles, the records are virtually unanimous to show returns in concrete profits.

Only Lip Service

There is a lot of lip service given to the foreman as an "executive" or "member of management." But in most instances we know that the foreman is not regarded as a genuine executive or member of management, but rather as a departmental supervisor. There is certainly nothing wrong with the "title" of departmental supervisor. What we contend is that the *job* of departmental supervisor can assume a more vital role through training and development so that the company and the foreman—as well as the industry as a whole—gains. What the foreman actually means when he says he is "neglected" is that the potentialities of his *job* are neglected by management. He yearns to play a more significant role in his company's progress—a role of stronger participation. He needs only to be encouraged and guided so that he may demonstrate the many promises he holds in his abilities.

Actually, beneath all this is the need for improved *human* relations, initiated by management. There lies the job ahead: to move the foreman out of "isolation" and into his deserved sphere of recognition for his potentialities.

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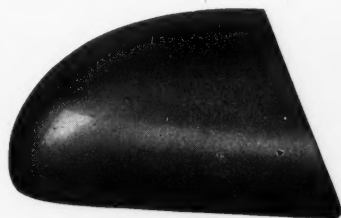
Winguard 400

A NEW SAFETY TOE ARCHITECTURE

WINGUARD 400 is the first of three new steel toe styles planned for release in 1950 and 1951, all having crescent-shaped lateral edges which stanchion the toe against rearward inclination under vertical impact. WINGUARD'S unique rear edge develops triangular wing-like buttresses along the sole line which remain in supporting position behind the central back edge area of the toe dome no matter how exaggerated shoe toe spring becomes in the course of wear.

400 is a dress type streamlined in profile to meet the demand for smart oxford styling without sacrifice of essential toe protection. WINGUARDS are SAFER in all shoes where toe safety is the first consideration. Write for descriptive bulletin.

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are patented.



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WHAT THE SHOE FOREMEN THINK OF MANAGEMENT

Part 1

A national poll of 2500 shoe foremen reveals some vital facts

dealing with 13 of the most significant questions in foremen-

management relations in the shoe industry . . . here is the

first of three articles that no management executive should miss.

L and S

THIS is perhaps the first time a national poll or survey was ever conducted among the shoe foremen of the U. S. Certainly it is by far the largest and most comprehensive. Nearly 2,500 shoe foremen were polled in every sector of the U. S.

The questionnaires were carefully prepared. Scores of shoe foremen were personally interviewed prior to the making up of the questionnaire. We wanted to be certain that the most important problems in foremen-management relations in the shoe industry were included. Hence the 13 questions asked were those regarded as dealing with the chief issues in the matter.

The poll was conducted with a specific and ultimate objective in mind: to lead to improved foremen-management relations in the shoe industry. To achieve this, obviously the first step was to allow the foremen to air their opinions, and to acquaint management with these views. This could and should set the stage for a gradual readjusted understanding, and possibly the gradual adoption of new policies in these relations, to the concrete benefit of the industry and all individuals concerned.

L and S

WHEN it comes to its relations with America's shoe foremen, executive management in the shoe industry may be required to make a revaluation of its policies and attitudes. In the most comprehensive poll of its kind ever conducted, *Leather And Shoes* asked a series of questions of nearly 2,500 shoe foremen in all parts of the country. These questions were directed toward one main objective: In relation to the foremen, what do you think of executive management's policies and attitudes?

But the *Leather And Shoes*' poll went substantially farther than that. In its list of ten main questions posed to the foremen it sought specific answers to what are considered the chief problems in the foremen-management relationship in the shoe industry. It sought honest opinions and constructive criticism designed as a positive step to improve foremen-management relations in the industry.

It is of pertinent interest to mention the response of the foremen to the poll and the questions. Most of the foremen answered all questions in more detail than requested. At the end of the questionnaire, where a full half page was left for "further remarks," almost all of the foremen filled this half page, and many added as many as two full sheets of paper.

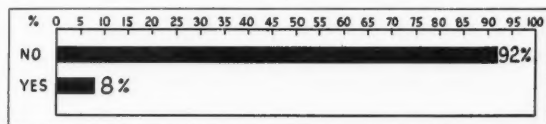
This was highly significant. It was perhaps the first time that these foremen were able to air their smoldering gripes and views. The airing was extensive and vigorous. Also highly significant was the unanimity of these views. To almost all the questions the large majority of answers focused upon a common answer rather than a wide-spread variety. This denotes a singleness of thought, feeling, attitudes regarding common problems, regardless of geographical location. Importantly, it denotes that the problems in foremen-management relations in the shoe industry are national in character rather than regional or local.

Ten main questions were asked, in addition to five sub-questions, plus opportunity for additional comments listed under "further remarks." Now let's proceed with the survey report, presenting first the question as it was asked, followed by the answers.

Are They Paid Enough?

Question 1: Do you think that the average shoe foreman is paid enough in comparison to the average wages paid general operators in his department?

No, 92 percent. Yes, 8 percent.



Many of the "nos" expressed themselves vigorously. There is an intense resentment against young, inexperienced "relatives" of the boss brought in at good salaries, above those of experienced, hard-working foremen. They also feel that the differential between their salaries and those of lower-level front-office management is often much more than warranted. The front office says the foreman is part of management, but doesn't give him executive-level pay.

The foremen feel that too much is expected of them for the pay received; too many hours, too much responsibility and actual work. They feel that the manufacturer gains nothing by paying a low salary to supervisory personnel upon whom so much depends. The foreman may thus take an it's-not-worth-it attitude and do his work accordingly. Foremen can influence costs, savings, productivity, quality, efficiency. By low salaries the manufacturer can create a lax foreman, removing incentive to wield his influence to the maximum profit of the company.

Many cited that their incomes were no better than those of the best skilled operators in their department. While shoe workers' wages have risen more than 100 percent in the past decade, foremen's incomes have shown only a relatively small portion of increase until the differential is very small. The foremen are intensely sensitive about this. Many pointed out loss of prestige with the personnel under them. "The foreman must either live above his income to maintain prestige, or live within it and lose prestige." In either case, loss of prestige in the factory and the community is harmful to the company. In fact, considering the hours worked by foremen, their responsibilities, etc., many are paid proportionately less than the skilled operators, according to the poll.

Some cited that the shoe foremen are paid appreciably less than foremen in manufacturing industries as a whole—even though the shoe foremen must be more experienced, serve a longer "apprenticeship." A substantial number cited that many operators will not accept a foreman's job because the small income differential does not compensate for the extra hours and responsibilities. Three foremen said they'd left the shoe industry. "Not worth it" . . . "No future in the shoe industry." Two are working in other industries—say they are much happier.

Another important point frequently mentioned: The foreman's assistant is given no incentive to rise, knowing that the foreman gets little more than he does yet must shoulder a heavy load. This diminished incentive by assistants mean less effort to do a better job for promotion.

And something else the foreman strongly dislikes: The manufacturer who promises the new foreman many things if he starts at a low salary—then later welshes on his promises.

Foremen are intensely bitter against foremen who practice cut-rate policies—bidding for foremen's positions at low-starting salaries. Some manufacturers, using this as a bargaining lever, lower the salary standards of foremen as a whole. The foremen realize that the fault here is among their own group, and don't blame the manufacturer for taking advantage of the opening.

But the picture is not all one-sided. Some pointed to lack of standards of quality and qualifications among foremen. "A good foreman is paid what he's worth; and so is a poor foreman." However, there is often a tendency among the less selective plants, to lump all foremen as a group, and to set a sort of standardized salary despite sharp differences in qualifications. Several suggested a "foremen's qualifications rating system" be instituted.

A good number—even among the generally dissatisfied—stated that the matter of salary depends largely upon the factory. Some paid well, others poorly. But the consensus was that in the average factory the foreman was not paid enough relative to what was demanded of him.

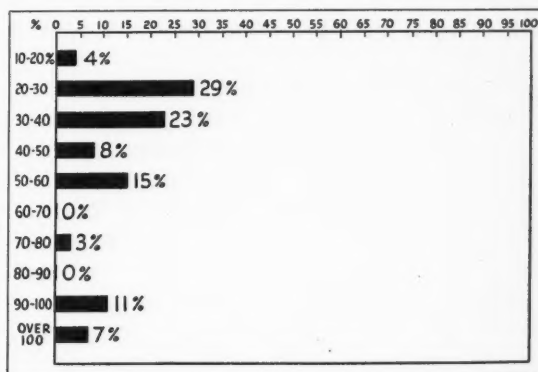
A large number pointed to an age-old truism: better incomes mean better foremen—men who will give more, be more profitable for the company, develop themselves in an effort to be more valuable and thus hold on to their good jobs.

In varying forms, the idea of added security or inducement was cited. For instance, the opportunity to buy stock in the company, or given stock as a bonus or as extra compensation with each five years' service. This would create a more personal attachment, a stronger allegiance.

But management and the foremen themselves are obviously confronted with the problem of creating more equitable income standards relative to the job of foreman. The foremen feel that this is one of the very important issues facing the matter of improved foremen-management relations and plant operational success.

What Pay Differential?

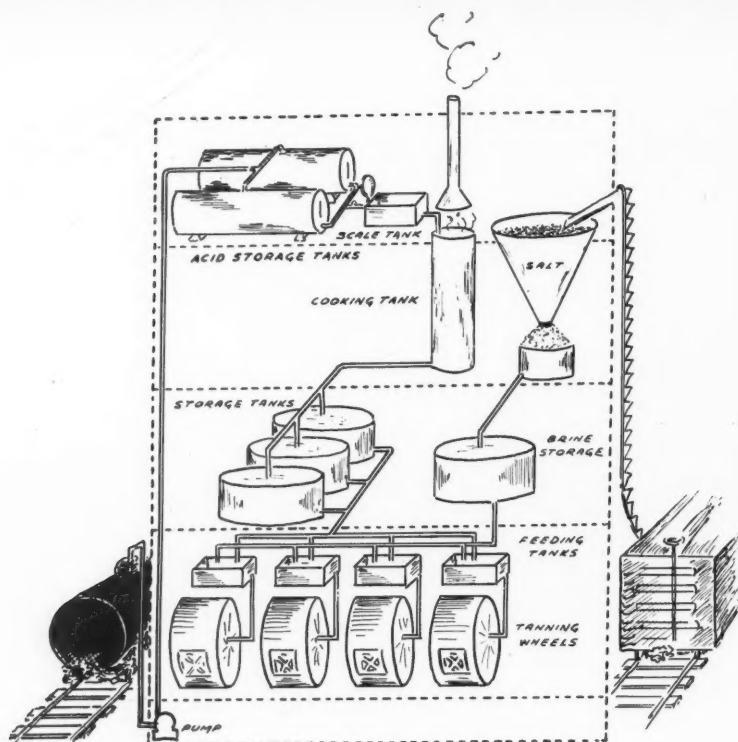
Question 1a: As a sort of rough standard—what percentage of difference do you think should exist between the foreman's salary and average wages paid to regular operators in his department?



Fifty-two percent of the foremen believe that they should receive an income 20-40 percent higher than that of the

(Continued on page 31)

Flow of materials through tank house—combining safety with efficiency



RUEPING MAKES TANNERY SAFETY PAY

\$54,000 savings — and a waiting line to work there

by

Frank E. Carney

Personnel Director, Fred Rueping Leather Co.

“NOBODY wants to work in the tannery.”

That was a common expression around Fond du Lac when Clayton F. Van Pelt, a former circuit judge, took over the presidency of the Fred Rueping Company a few years ago.

Tannery workers were not hard to get but the turnover was terrific. As soon as they could get another job they were on their way. The buildings were old, dingy and foul-smelling. Little attention could be given to good housekeeping. Open gears and line shafts and slimy wet floors produced a constant toll of accidents. Old methods of handling heavy hides by hand caused many back injuries

and strains. Respiratory diseases were induced by working in drafts

L & S

“A good safety program is a vital part of any business, and particularly of a tannery. If the tanning industry could show that it is safer than competitive industries, public and employee relations, as well as production, would benefit.”

Wm. N. Davis

Tanning and Leather Products
Section

National Safety Council

L & S

when drying rooms, heated to 120 degree temperatures at night, were cooled to permit reasonable working temperatures in the day time. It was little wonder that the accident frequency rates for a tannery averaged almost twice that for industry as a whole.

With a broad appreciation of human values, Mr. Van Pelt decided that his first job was to make Ruepings a good place to work, with safety as a most important consideration.

The program began with a clean-up and paint-up campaign in 1943 and the employees themselves were invited to give ideas to a planning committee



AT YOUR SERVICE

This modern plant is your landmark for Sulfated Oils... Esters... Alum Stable Products... Degreasing Agents... Synthetic Detergents... and a host of other fine related products. For this—the home of E. F. Drew & Co., Inc.—is always at your service with extensive research and production facilities designed to help you with your requirements... to help you with your problems! Write for further information.

SULFATED OILS

Cod Oils	Split Oils
Sperm Oils	Vegetable Oils
Neatsfoot Oils	Castor Oils
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RAW OILS

Refined Vegetable Oils	Tanked Cod Oil
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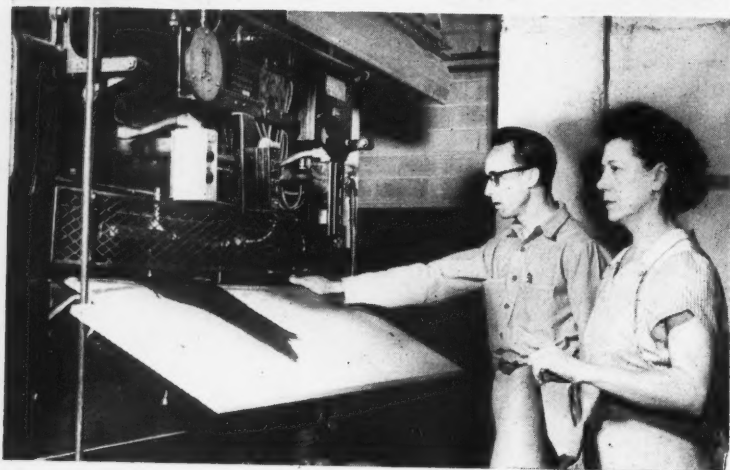
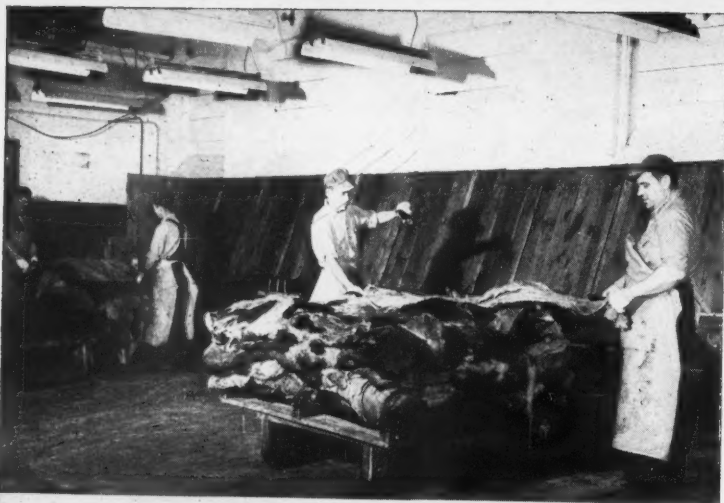
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Top. No wet and slippery floors in this trimming room. All hide trimmings are immediately disposed of on the conveyor belt, below the backboard, automatically carried to storage bins overhead for gravity loading into outgoing cars. Note fluorescent lighting. **Center.** No danger of getting caught beneath this experimental chrome drum. Door interlock causes power to be cut off and magnetic brake applied to drum when door is opened. **Bottom.** Foreman Emil Bastian of plating room puts his hand beneath the gate of plating machine to demonstrate a safety feature. Interference with the gate cuts off power which can only be re-started by use of two-hand starting device.

as to how, in their opinion, the most desirable, convenient and safe working conditions could be brought about.

Every step in the streamlining of the tannery into the present well-lighted, well-ventilated buildings was done with the safety and the well-being of our employees as a prime consideration. Today there is ample room to work. There is a chance for good housekeeping, for cleanliness and order. The old hide-laden wheel barrows are gone, replaced by modern electric lift trucks. With their passing, a marked improvement in lost time accidents from handling materials—mostly back injuries and strains—is evidenced. From 41 such injuries in 1947, the number dropped to 17 in 1948 and has continually decreased since that time.

Safety Committee

The active carrying out of the safety program is in the hands of a committee composed of F. E. Rueping, vice president and plant manager; Paul Kroes, production engineer; William Detweiler, maintenance engineer; and Dr. R. W. Schroeder, company physician. Kroes comes by his interest in safety naturally as his father was one of the first safety engineers of Employers Mutuals of Wausau, who have been Rueping insurance carriers for many years. E. N. Slavik, Employers Mutual's resident engineer, is a vital factor in helping us develop a continuous and consistent safety program.

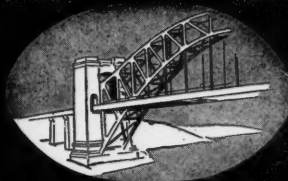
A special safety assistant, chosen by the personnel director, is selected from the employees in each of the plant's fifteen departments. This individual is given special safety training and it is his duty to call the committee's attention to ideas for improving the safety conditions in his department. Both the committee and Mr. Slavik make regular monthly inspections of every department.

Reduced Handling

Another major safety achievement at Rueping in connection with the modernization program has been the elimination of the necessity of handling, moving, mixing and coming in personal contact with the various acids required in the tanning operation.

All chemicals for Rueping tanning operations are stored on the fourth floor of a new tank house building. Glucose, sulphuric acid and bichro-

(Continued on page 36)



When You Build a Bridge Between Toe and Heel Select from these Basic Designs

Well-fitted shanks are essential in preserving the work of stylist, last maker, and shoemaker. Much of their creative skill and craftsmanship can be lost unless the shank — strongest structural member of the shoe — fits properly and helps to maintain correct lines.

If your present shank fitting schedule leaves room for improvement in your shoemaking, you need United's shank fitting service by specialists. Judge for yourself in your own shoes the effectiveness of a properly fitted shank. Just ask your United Man.



Vita-Tempered Steel Shanks are tough, hard, uniform. Fit like master models. Clean, ready-to-use. Preserve balanced tread.

UNITED SHOE MACHINERY CORPORATION
BOSTON, MASSACHUSETTS





*When business is good
I don't need to advertise—*



and

*When business is poor
I can't afford to advertise!*

"Famous last words"

of a business on its way to the grave

Your advertising lifeline to reach all shoe

and leather industry buyers is

LEATHER AND SHOES



President Truman's sudden reversal of form on stand-by powers brings day of sweeping price and wage controls even closer than many of more realistic observers expected. Pressure of Baruch mobilization plan, public's impatience with Government hedging, and consequent clamor in both Houses of Congress for greater Presidential emergency powers has forced Truman to support drive for controls.

Situation as affecting hides and skins, leather and shoes still essentially unresolved but day of reckoning draws nearer. Outlook is that Congress will give President stand-by powers to invoke controls when he thinks them necessary. This is exclusive of Defense Production Act of 1950—due for early passage—which sets priorities, allocations, credit, inventories and other curbs on "essential" materials. Good possibility that hides and skins will be classified as "essential" in next few weeks.

Most amazing development on Capitol Hill this past week was change-over in Administration opinion. Democrats first felt too-early imposition of controls would "cost votes next Nov." Now politicians fear failure to grant President stand-by powers over prices, wages, rationing, etc., may lead voters to throw many incumbent Congressmen out of office.

Addition of new authority to Administration's bill lacking only details at moment. Congress not yet decided just how to give President new powers. Some favor mandatory controls but most sentiment for stand-by powers. Many undecided how far to roll back prices—pre-Korean War or some other nominal date.

Congress also leaning toward heavier taxes than those requested by Truman. Principal demand, growing in insistence, is for stiff excess profits tax on corporations to "curb profiteering." This would be effective on 1951 income.

President Truman's proposal calls for \$5 billion tax boost, of which \$3 billion to come from individual incomes, \$1.5 billion from corporations and \$500 million from tightening tax law, withholding tax on corporation dividends and taxes on investment earnings of insurance companies.

Excess profits tax bill may be attached to bill calling for revival of Government's World War II authority to renegotiate industrial contracts and prevent "unreason-

able" profit in production of war materials. Opinion divided on when excess profits tax should be applied; some favor next year due to difficulty in determining measure for excessive profits this year.

All these taxes may be only the beginning if Government continues to expand defense spending program. Truman's request for \$10 billion supplement to \$14 billion already budgeted for national defense is conservative start. President has asked Congress to increase \$1.2 billion foreign arms aid to \$4 billion, also add \$600 million to \$500 million already budgeted for stockpiling of strategic materials, another \$900 million for more Navy planes, and many more millions for rehabilitation of Government cargo ships. Add another \$2.4 billion for continuation of Marshall Plan which has now shifted stress from economic recovery to building up military machine in Western Europe. All this means growing taxes.

Another question affecting industry is what workers will be called up for military service. Employers at loss to plan manpower needs until Government lays down policy for deferment, defines exactly "key men in essential war industries." First to be affected by deferment policy are military reserves and National Guardsmen. Draftees under Selective Service System will follow.

Army, Navy and Air Force now claim reserves and Guard members subject to call regardless of "essential" status. However, Defense Dept. planning "interim deferment policy" for key men with "reasonable claim." This will probably be good for six months only. Commerce Dept. has listed industries essential to defense effort while Labor Dept. has drawn list of about 100 "critical" occupations qualifying for deferment. New policy and lists due for official release shortly.

Commerce Dept's essential industries list expected to include tanning but not shoe manufacturing. In last war, War Manpower Commission listed 35 essential industry groups. New list much broader at moment. Tannery employees who satisfy Labor Dept's requirements on critical occupations may be deferred.

Govt. hoping Selective Service will use same standards on draftees. Officials of latter issued more casual list of essential industries and manpower last time, probably will be more liberal in deferments short of greater emergency or actual war.

MILITARY SHOE BUYING BELOW 1949

ANTICIPATED ORDERS NOT YET SEEN

TC Cautions Against Trade Rumors

Military shoe procurement by the Army, Navy, Air Force and Marine Corps has totaled only 1,400,000 pairs to date this year, well below the rate of 2,070,000 pairs ordered in the first half of 1949 and the 3,320,000 in all of 1949, the Tanners' Council reports.

The Council recently compiled all shoe orders placed to date by the services. In its compilation, it included the recent bid for 150,000 pairs of field shoes made by the Marine Corps Quartermaster Purchasing Officer in Philadelphia. Delivery is at 25,000 pairs monthly beginning Oct. 15.

Although the Navy recently purchased 339,264 pairs of oxfords during July, the Council declared no other buying has been authorized despite "persistent rumors in the trade as to the enlarged scope of military procurement."

In connection with Army shoe requirements, the Council adds, in April the Quartermaster advertised for bids for refinishing and repolishing two million pairs of leather combat boots. This footwear is part of a 1945 procurement which forms only a part of the Quartermaster stockpile.

The Navy bid invitation calls for 339,264 pairs of low quarter calfskin shoes with bids to be opened at 10:00 a.m., Aug. 17 in New York. Of the total pairage, 259,104 pairs are to be black calf and the remaining 80,160 pairs of brown calf. Delivery is set at one-third total during Sept., Oct., and Nov., 1950.

Commenting on recent leather booking, the Council reported a "heavy forward covering of leather requirements following the start of fighting in Korea." Excluding the July 4th week, bookings of upper leather, for example, between June 26 and July 22 have averaged 17½ million feet a week or 62 percent more than average weekly bookings in the first six months.

The Council also reported that the board of governors of the New York Commodity Exchange have announced a further increase in the

margin requirement for hide futures tradings. The new figure is \$2000 for speculatives purchases, replacing the \$1500 minimum which became effective July 24.

Similar and "even greater bulges" have taken place in the past only to be followed by a "digestive period," the Council warned, pointing out the outbreak of World War II in 1939 as a similar case. "All the evidence of the past indicates that those bulges are only a type of insurance on supply and have little or no bearing on basic consumption levels."

"Invariably in the past," the Council concludes, "such bulges in buying have not been paralleled by equal increases in the rate of consumption of leather as measured by shoe production and sales."

JUNE SHOE OUTPUT UP 1.6% OVER 1949

Shoe production in June totaled 40,600,000 pairs, a gain of 1.6 percent over the Commerce Dept.'s revised June 1949 output of 39,978,000 pairs, the Tanners' Council estimates.

Including June totals, total production for the first six months 1950 approximates 245,700,000 pairs, a gain of 2.8 percent over the revised total of 238,875,000 pairs turned out in the same period last year, the Council reports.

Greater portion of the 1.6 percent gain in June 1950 was accounted for by increased output of men's and women's shoes and house slippers. Boys', children's and infants' shoe production is believed to have been lower this June than a year ago.

Production of men's shoes was up 1.4 percent in June while women's footwear output rose three percent. Biggest gain was recorded in house slippers and other footwear which rose 19.6 percent above June 1949 figures. Infants' and babies' shoes fell 13.1 percent; misses' and children's were down 4.9 percent; and youths' and boys' were off 20.2 percent.

The Council's preliminary estimate for July points to an output of about 35,500,000 pairs, approximately three percent more than the 34,456,000 pairs produced in July 1949.

SHOE PRICES CONTINUE TO JUMP

Brown, Joyce Join Parade; Others Follow

Following closely upon the lead of International Shoe Co. and other of the nation's shoe manufacturers in raising prices last week, Brown Shoe Co., St. Louis, and Joyce, Inc., Pasadena, Cal., hopped onto the soaring shoe price bandwagon this week.

Brown announced an average 25 cents increase in the men's divisions effective Aug. 1 with increases ranging from 15 to 40 cents per pair at wholesale. Company officials said the price revisions were due to sharp increases in shoe materials since pricing of the firm's products last April.

Buster Brown children's and infants' shoes remained unchanged although girls' and misses' shoes were increased from 15 to 35 cent per pair. Average increase throughout the entire line was 15 cents per pair.

Joyce increased its wholesale prices by 30 cents per pair on all new orders of men's and women's lines.

The raises will increase retail prices of the company's leather shoes at the next 50 cent level, bringing \$7.95 shoes to \$8.50 and \$8.95 shoes to \$9.50, etc. Again, higher raw material and shoe material prices were named as culprits. All unfilled orders will be delivered at old prices.

A run-down of the St. Louis shoe market this week by LEATHER AND SHOES showed the following changes:

Wolf-Tober Shoe Mfg. Co., Paramount Shoe Mfg. Co., Carmo Shoe Mfg. Co., women's cemented dress: Prices up 15 to 35 cents per pair.

Johansen Bros. Shoe Co., women's dress: Minor increases throughout the entire line.

Johnson, Stephens & Shinkle Shoe Co., women's dress: Increases of from 10 to 25 cents per pair on some lines.

Brauer Bros. Shoe Co., women's dress: Prices up 25 cents on all calf shoes, 10 cents per pair on all others.

Other firms such as **Boyd-Welsh, Inc.,** and **Monogram Footwear,** the former making women's dress and the latter women's casuals, sandals and slippers, reported no decision on prices as yet but intimated raises were inevitable within the next few days.

And so the parade continues.

CIO PUSHES ATTACK ON OUSTED IFLWU

Leather Workers Favor New Union

Long-range efforts of the CIO to oust International Fur and Leather Workers as bargaining agent for the majority of U. S. leather workers were crowned with further success last week. In the first head-on contest since Gloversville between IFLWU and the recently-formed United Leather Workers, CIO, the latter took top honors at an NLRB-sponsored bargaining agent election held at the Franklin Tanning Co., Curwensville, Pa.

IFLWU, recently ejected by the CIO national executive board (although the union "resigned" before formal dismissal) for "policies and activities . . . directed toward the achievement of the program and purpose of the Communist Party," found itself excluded from the ballot at Franklin Tanning Co., a branch of Howes Leather Co. The union is ineligible for inclusion on an NLRB ballot since its officers have refused to sign the non-Communist affidavit required by Taft-Hartley.

It therefore urged Franklin workers to vote "no union" when the election was held. When the votes were counted, the CIO was in the lead by a vote of 102 to 57, thus ousting IFLWU from the plant.

The voting at Franklin was only another step in the CIO's projected campaign to organize the nation's leather workers and wean them away from IFLWU's Communist leaders. In Massachusetts' busy tanning centers—Peabody, Salem, Danvers, Norwood, Lynn, Woburn, etc.—a new CIO local has been formed with offices at 9 Main St., Peabody.

Robert W. Davis, veteran CIO field representative, and Joseph F. Messidda have been assigned the job of directing the new union's activities by Francis F. Carmichael, CIO regional director. Primary purpose of the union is to organize the state's 10,000 leather workers. Of these, IFLWU claims some 6,000 employed in 45 tanneries—members of the Massachusetts Leather Manufacturers' Association which has a contract with IFLWU.

First job of the new Massachusetts CIO local is to organize the 1,600 workers employed at A. C. Lawrence

Leather Company's tanneries in Peabody. Lawrence workers have long refused to heed IFLWU's clarion call, organized an independent company union some time ago. Now they are being asked to join the active fight against Communist-dominated IFLWU.

Meantime, Communist labor was not standing still. Caught short by Red aggression in Korea, the executive board of Harry Bridge's International Longshoremen's and Warehousemen's Union recently called a National Conference to form the CP's expected third labor party. Present were representatives of all Red-led unions—some expelled from CIO, others about to be—including IFLWU. Purpose of the new labor federation: unified action to initiate a full-fledged program of strikes, work stoppages and general industrial subversion to hinder U. S. rearmament and action in Korea.

SOLEFULLY YOURS

When Stanley W. Hoffman received a letter recently from a Philadelphia shoe store advising him to buy early because of a leather shortage, his reaction was immediate and to the point.

Hoffman grabbed his pen and wrote a burning reply, censuring the store for taking advantage of the war situation. After commenting acidly on the store's use of such words as "shortage," "leather allocations in times of crisis," etc., he concluded with the following:

"Excuse me if I'm wrong, but I think you are out to promote some buying for your own selfish purpose of profit-at-the-nation's expense.

"I have only one shoe need as of now and that can easily be taken care of. You people just bend over and assume the proper position.

"Solefully,
"Stanley G. Hoffman."

ISRAEL RATIONS SHOES

A critical currency shortage has forced the government of Israel to ration shoes and clothing. Food has been rationed for some time.

Supply Minister Dov Joseph recently informed the people that they will be limited to the purchase of one pair of shoes and one suit of clothing a year. In a radio broadcast, Joseph said a critical currency shortage required a drastic reduction in the importation of raw materials.

NO ACTION YET ON DOUGLAS PLANT

Land And Space Bought By Max E. Wind

Disposition of the former Douglas Shoe Co. plant in Brockton, Mass., awaited decision of the new owner after purchase of the Douglas land and buildings last week by Max E. Wind, president of Wind Innersole and Counter Co., Brockton. Wind purchased the plant and adjoining land from Arthur T. Million Co., of New York, subsidiary of General Shoe Corp., Nashville, Tenn.

Immediately after the announcement of sale of the Douglas plant, established in Brockton by former Massachusetts Governor Douglas some 85 years ago, Wind stated he had no definite plans for using the building. The Brockton Committee for Economic Development has offered to fill the factory with several new industries employing upwards of 1000 workers.

The CED said it has five outside manufacturers and two local industries seeking expansion space. Included are a Worcester, Mass., plastic concern, a webbing manufacturer, a leather goods manufacturer, a garment firm, a precision tool company, and a leather manufacturer.

The Douglas factories contain some 283,000 square feet of space. Purchase price of the properties, assessed at \$130,000, was believed to be slightly over \$100,000.

Meantime, shoe manufacturing operations under the Douglas name appeared doomed to an early halt. At Scranton, Pa., which houses the remaining Douglas plant now owned by the Million Company, general superintendent announced that production had ceased completely. Cutting was stopped last week and 65 of 360 production and office workers laid off.

McGrail said final decision would be made shortly by Maxey Jarman, chairman of the board of General Shoe Corp. However, the Scranton Chamber of Commerce has asked that a General Shoe Corp. official inspect the Scranton plant to consider the possibility of continuing operations there. The plant has been regarded as one of the most modern of its kind.

MAY SHOE OUTPUT UP; WOMEN'S SAME, MEN'S GAIN

Footwear production in May totaled 38 million pairs, equal approximately to April output, but fully five percent above totals for May 1949, the Bureau of the Census reports.

Production of men's shoes, sandals and playshoes amounted to 8.3 million pairs, a gain of 12 percent over May 1949 output of 7.4 million pairs and six percent greater than the 7.8 million pairs produced in April 1950.

Women's shoes, sandals and play-

shoes totaled 16.9 million pairs, about equal to May 1949 output but fell three percent from the 17.5 million pairs turned out in April 1950. Slippers for housewear reached 3.6 million pairs, two percent above May 1949 output and some 10 percent above output for April 1950.

Shipments in May reached 36 million pairs, valued at \$121 million, with an average value per pair shipped of \$3.36. Average value in April was \$3.43. In May 1949, it was \$3.35.

SHOE PRODUCTION ANALYZED

Kind of footwear	Production (thousands of pairs)			Percent change May 1950 compared with—	
	May 1950	April 1950 (revised)	May 1949 (revised)	April 1950	May 1949
SHOES & SLIPPERS, TOTAL	38,368	38,058	36,567	0.8	4.9
Shoes, sandals, and playshoes	34,242	34,320	32,604	-0.2	5.0
Men's	8,289	7,842	7,385	5.7	12.2
Youths' and boys	1,283	1,105	1,229	16.1	4.4
Women's	16,955	17,468	16,774	-2.9	1.1
Misses'	2,350	2,415	2,153	-2.7	9.2
Children's	2,192	2,255	2,024	-2.8	8.3
Infants'	2,041	2,116	1,940	-3.6	5.2
Babies'	1,132	1,119	1,099	1.2	3.0
Athletic	317	277	243	14.4	30.5
Slippers for housewear	3,566	3,237	3,496	10.2	2.0
Other footwear	243	224	224	8.5	8.5

Minus sign (—) denotes decrease.

NOTE: This report includes the production and shipments of establishments identified through the 1947 Census of Manufacturers and not covered in previous reports in this Facts for Industry series. These factories accounted for about 4 percent of total production and 3 percent of total dollar shipments of footwear in 1949.

SHOE MATERIALS FOUND FOOT ILLS CAUSE

American Medical Assn. Article Reveals Data

Rapid increase in foot eruptions has paralleled the use of certain materials, particularly waterproof materials, in manufacturing footgear, two Evansville (Ind.) dermatologists point out.

Writing in the current (July) issue of *Today's Health*, published by the American Medical Association, Drs. L. Edward Gaul and G. B. Underwood say:

"The financial setbacks of the shoe industry in 1919 sent fabricators scurrying for cheaper materials. Time-proved leather was replaced by rubber and adhesives, by bonded, laminated, coated and impregnated fabrics and papers. Various plastics are now replacing these. The result is that we have steadily exposed our feet to a wide variety of chemicals."

Foot eruptions are the third most common skin disease, the doctors find. Careful studies by dermatologists have shown fungus to be the cause in approximately 50 per cent of cases.

Stated the article, "Certainly the rapid increase in foot eruptions paralleled the use of cheaper materials in manufacturing footgear, and particularly waterproof materials. Tanners and processors have succeeded in destroying the natural porosity and absorbent properties of leather. Various chemicals highly irritating to the skin are added. Zealous manufacturers seal any porosity left in leather with moisture-resistant adhesives and cements.

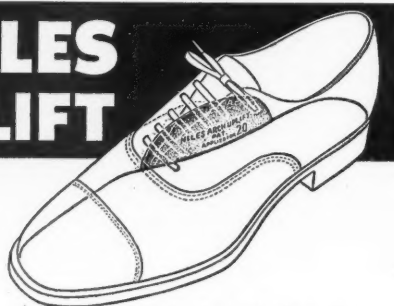
"To make sure that none of the sweat from the sole can evaporate, beneath the insole is a bottom filler that seals out wet weather. Anything on hand that will not dissolve in water is used as filler. One combination consists of asphalt and a mass of cemented rubber, containing pieces of cork. These substances ooze up through tack holes and cracks and make the feet sweat, burn, itch and break out.

"Contact of an impervious material like rubber sheeting, plastic or painted leather with the skin is soon followed by an accumulation of moisture. This results from unconscious sweating. In hot weather the sweat increases. If the sweat cannot evaporate, the cooling effect of evaporation is lost and the skin heats up.

The New NILES ARCH UPLIFT

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ARMY SEEKS INSOLES; OPENS SOLE BIDS

Bids invitations on a total of 14,388 insoles, ventilating type, were issued this week by the New York Quartermaster Procurement Agency.

QM-30-280-51-73 calls for bids on 12,288 pairs of insoles, ventilating-type, M-1944. Opening will be held 10:30 a.m., Aug. 30 with delivery scheduled at 6,144 pairs by Dec., 1950, and the remaining 6,144 pairs by Jan., 1951.

QM-30-280-51-86 calls for bids on 2100 pairs of insoles, ventilating, EX 50-4. Opening is for 11:00 a.m., Aug. 31, in New York with delivery scheduled on or before Dec. 5 or 90 days from the date of awards. Both procurements are for the Army.

Invitation to bid has also been issued on QM-30-280-51-82 covering 1200 spools of 100-yard natural lacing leather. Bids will be opened at 2:00 p.m. Aug. 31 with delivery by Sept. 29 or earlier.

A total of 10 manufacturers turned in bids this week on QM-30-280-50-1061 calling for 200,000 pairs of rubber composition half tap soles.

Following are bidders, quantities and prices:

Beebe Rubber Company, Nashua, N. H., 200,000 pairs, \$.325, 2% 20 days.

O'Sullivan Rubber Corp., Winchester, Va., 200,000 pairs, \$.187515, Net.

Gro-Cord Rubber Co., Lima, Ohio, 200,000 pairs, \$.28155, 2% 20 days.

The Goodyear Tire & Rubber Co., Inc., Akron, Ohio, 200,000 pairs, \$.29901, 2% 30 days.

Panther Pance Rubber Co., Inc., Chelsea, Mass., 200,000 pairs, \$.28960, Net.

Holtite Mfg. Co. Inc., Baltimore, Md., 200,000 pairs, \$.28510, Net.

Essex Rubber Co., Trenton, N. J., 200,000 pairs, \$.28695, Net.

The B. F. Goodrich Co., Akron, Ohio, 200,000 pairs, \$.2352, Net.

Auburn Rubber Corp., Auburn, Ind., 200,000 pairs, \$.215, Net.

United States Rubber Co., Providence, R. I., 200,000 pairs, \$.27426, Net.

SIGN NEW YORK PACT

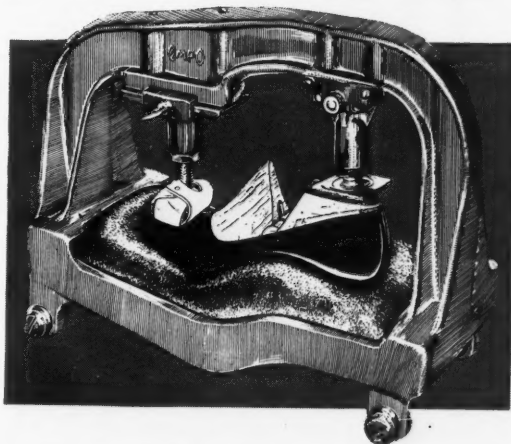
Officials of the New York Shoe Manufacturers Board of Trade, representing over 75 prominent New York shoe manufacturers, and Joint Council 13, United Shoe Workers of America, CIO, have agreed to a one-year extension of the present labor contract. The contract covers some 8,000 production workers in the area.



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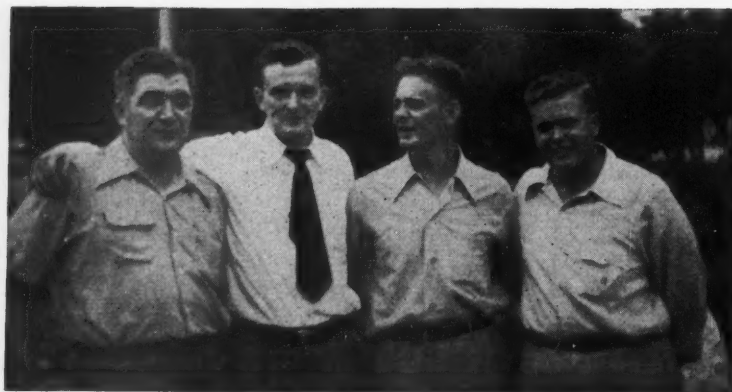
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PASSING PARADE AT CHICAGO OUTING



Pictured at the annual outing and golf tournament of the Hide & Leather Association of Chicago held recently at Rolling Green Country Club, Arlington Heights are, left to right, top: James C. Graham, Association president; George Elliott, former president; Warren Whitmann, 2nd vice president; and Ray Leck. Middle: John Harnly, Howard Willis, Pete Coolsen, Chuck Raddatz, Bud Huch, and Merle Delph. Bottom: Rudolph E. Lange, Ray Baenziger, Steve Mizialka and Bud Huch.

RECORDS TO FALL AT NATIONAL SHOE FAIR

Over 95% Nation's Shoe Styles To Be Exhibited

Existing attendance and exhibit records will be shattered at the coming National Shoe Fair to be held in Chicago, Oct. 30-Nov. 2, the Fair's Joint Committee announced this week.

Over 590 shoe manufacturers and firms of the allied industries have already reserved 1,188 display spaces (including 85 booths) in the four participating hotels — the Palmer House, The Stevens, Morrison and Congress Hotels—the Committee reported. With the Fair two and one-half months away, reservations are only eight percent less than the all-time record established in 1949.

Shoe Fair officials estimate that over 95 percent of the nation's entire shoe production will be on display during the four-day showing. Sponsored jointly by the National Shoe Manufacturers Association and the National Shoe Retailers Association, the Fair is the only national industry-wide shoe show and generally recognized as the outstanding event on the world shoe calendar.

Style leaders and fashion-pace-setters of the industry as well and volume manufacturers and makers of branded lines will afford shoe buyers a once-a-year opportunity to look over featured fashions for Spring and early Summer 1951.

Visitors to the Fair will be provided full services including free transportation between exhibiting hotels and exhibitor directories.

MAINE HEARING OPENS

Hearings in the wage dispute involving some 1,800 employees at five Lewiston-Auburn, Me., shoe plants were begun this past week before arbitrator John J. Murray, former Boston University economics professor. The workers, members of the Lewiston-Auburn Shoeworkers Protective Association, are seeking restoration of a seven percent pay cut instituted some six months ago.

Murray was selected as sole arbitrator after it was learned that Professor John A. Hogan of the University of New Hampshire was not available.

Plants involved are Shapiro Bros. Shoe Co., Inc.; Maine Shoes; Charles Cushman Co., all of Auburn, and Crest Shoe Co. and Federal Shoe Co., Inc., both of Lewiston.

SEPTEMBER IS CHILD FOOT HEALTH MONTH

To Urge Replacement of Outgrown Shoes

The National Foot Health Council is again sponsoring its annual Child Foot Health Month in September. The objective is to impress upon parents the importance of replacing outgrown shoes before children return to school. The objective is to teach children the importance of better foot care, good posture, and how to walk properly.

During September school physicians will include the examination of the feet in the health check-up of the children. This is required by law in Massachusetts, Rhode Island, and California, and 26 other states have permissive regulations that enable them to include foot examinations among school children. Through foot examinations in schools it has been found that 76% of the children have at times been wearing outgrown shoes.

The National Foot Health Council recommends that children's feet be re-measured and fitted with correct size shoes before they return to

school, and thereafter the feet be re-measured every one to three months. During Foot Health Month the Council sends special bulletins to school physicians, health nurses, and departments of education. It is also providing posters for classrooms and health centers, foot health exhibits for schools and libraries, and leaflets for children to take home. There is also an assortment of material for shoe retailers for window displays and to use in other ways cooperating with Child Foot Health Month. The child foot health program of the National Foot Health Council is endorsed by the U. S. Public Health Service.

United Shoe Machinery Corp. Raises Rates

United Shoe Machinery Corp., Boston, has announced that it is increasing rates on leases and sales of its shoe machinery.

In a notice to shoe manufacturers this week, the company stated: "As a result of increases in manufacturing costs and all operating expenses, we now find it necessary to advance the rates on many of our shoe machines."

Most of United Shoe's machines are leased to manufacturers, although the company sells some outright.

To Direct Research



Dr. H. R. McCleary who has been appointed sectional director, Application Research Dept. of the Calco Chemical Division of American Cyanamid Co., Bound Brook, N. J. Known for his studies of the physical chemical properties of dyes and dyeing and the application of physical chemical techniques to Calco research, development and manufacturing problems, Dr. McCleary will assist on special assignments in the Physical Chemical Research Section.

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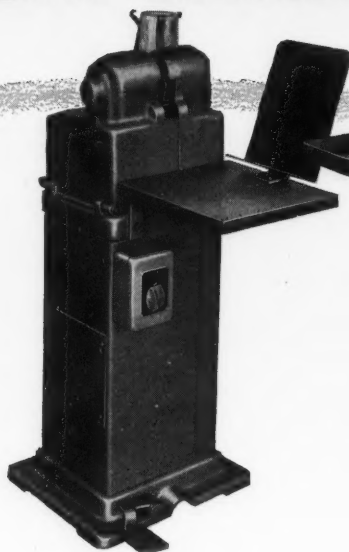
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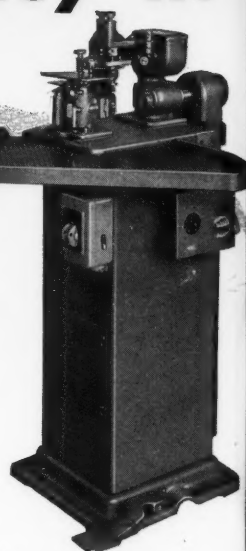
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Inks edge and rand, edge and extension to $\frac{1}{4}$ inch or chamfered portion of sole only. Assures cleaner shoe bottoms and more uniform application. High quality is evenly maintained and users experience marked decrease in ink and operating costs. Adjustable feed accommodates all materials. Easily cleaned and maintained.

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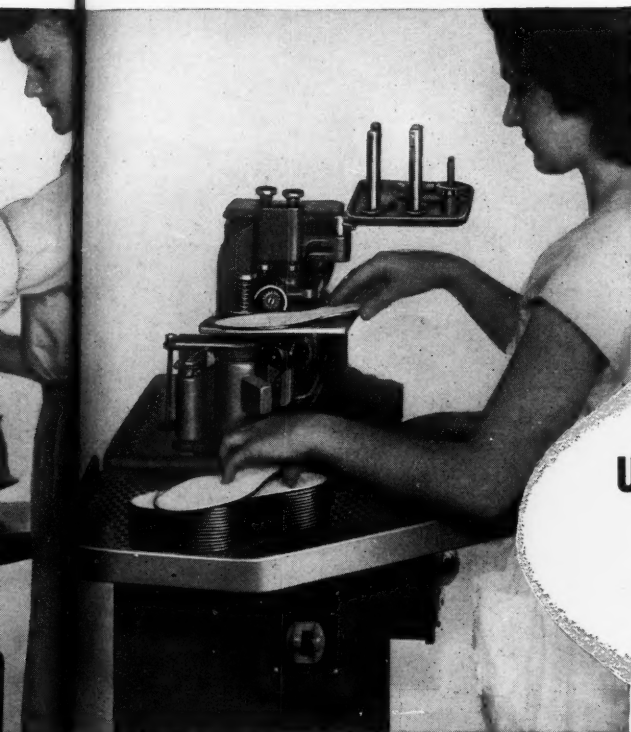
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IF you now perform a pre-finishing operation on soles with the **USMC** AUTOMATIC Edge Trimming Machine you know how valuable this modern automatic equipment can be in keeping production high and operating costs

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LEATHER PRICES STILL RISING DESPITE THREAT OF CONTROLS

Shoe Manufacturers Show Some Price Resistance

Sole leathers continue strong. Sheep leathers up 1-2c, sides advance over last week. Other leathers steady.

Sole Leathers Stronger

Boston sole leather tanners report prices stronger, sales slowing somewhat. Buyers begin to feel way around, some hold buying expecting controls. However, rising hide prices force most tanners to raise prices over last week on some weights. Light bends still bring up to 73c when available. Some tanners ask up to 68c on mediums, find few sales above 65c. Heavies do well up to 61c, slower above that.

Light Bends: 68-73c
Medium Bends: 62-65c
Heavy Bends: 58-61c

Philadelphia sole leather tanners report business still booming — when they have anything to sell. Hides going higher and higher when there are any to buy. Tanners in turn must raise their prices almost daily and refuse to quote.

Sole Leather Offal Slower

Buying activity slows down this week despite continued firmness, according to Boston sole leather offal tanners. Tightness of leather situa-

tion, tendency of buyers to hold off buying and await developments brings slowdown. For the most part, tanners say they would have to go into Nov. to sell more leather now. The tighter the stock, the higher the price. Bellies hold to last week's levels though some tanners ask up to 49c for steers. No sales reported above 47c. Double roughs hold at 73c and down. Fore-shanks find some business up to 38c; hind shanks bring up to 42c this week.

Bellies: Steers: 42-44c; Cows 44-47c

Single shoulders, heads on:
Light, 56-60c; Heavy, 46-50c
Double rough shoulders: 67-73c
Heads: 27-30c

Fore Shanks: 35-38c
Hind Shanks: 36-42c

Calf Leathers Up

News of further raises in raw calfskins forces Boston calf tanners to raise asking prices. Buyers show no definite price resistance but are reluctant to go along with new asking prices. Tanners show no price list, are often reluctant to sell leather until rawstock market stabilizes. As a result, matters are at temporary standstill. Top grade heavyweight calf brings up to \$1.25 and a cent or two higher; women's weights up to \$1.17.

Price And Trends Of Leather

KIND OF LEATHER	THIS WEEK	MONTH AGO	YEAR AGO	1949 HIGH
CALF (Men's HM)	1.10-1.23	98-1.15	90-1.05	95-1.15
CALF (Women's)	1.00-1.17	85-1.06	80-1.00	90-1.10
CALF SUEDE	1.20-1.25	1.10-1.20	1.10-1.20	1.05-1.30
KID (Black Glazed)	70-1.00	70-1.00	40-60	70-1.00
KID SUEDE	70-88	70-88	40-60	70-90
PATENT (Extreme)	48-56	48-56	48-56	56-66
SHEEP (Russet Linings)	19-26	18-23	18-22	19-23
KIPS (Corrected)	60-67	57-61	54-58	57-61
EXTREMES (Corrected)	51-59	46-54	45-52	48-53
WORK ELK (Corrected)	46-56	42-52	41-46	52-56
SOLE (Light Bends)	68-73	64-68	60-63	68-72
BELLIES	43-47	40-45	31-35	44-48
SHOULDERS (Dble. Rgh.)	64-73	60-70	50-58	64-72
SPLITS (Lt. Suede)	36-41	36-41	36-43	39-44
SPLITS (Finished Linings)	20-25	20-25	20-23	22-24
SPLITS (Gussets)	17-22	17-21	17-19	19-20
WELTING (½ x ¼)	9½-10	8½-8¾	7¾	9½-10
LIGHT NATIVE COWS	31½-33	25-25½	23¼-24½	29½

All prices quoted are the range on best selection of standard tannages using quality rawstock.

Suede sales still reported at \$1.25 and down although tanners ask for more.

Men's weights: B \$1.10-1.23; C \$1.04-1.20; D .94-1.14; X .89-1.04; XX 85c

Women's weights: \$1.05 to 1.17; C 97c-1.07; D 90c-1.02; X 80c-96c; XX 65c-78c

Suede: \$1.20-1.25N; 1.15-1.20N; 1.05-1.10N

Sheep Leathers Unsettled

With good pickled skins still on upgrade, Boston sheep leather tanners say they have no alternative but to raise finished leather prices. General rise amounts to average of 2c over last week. This holds true in russet linings which now bring up to 26c. Shoe linings do best at 19c while boot lining volume is at 25c. Colored vegetable linings find sales at 27c and down. Hat sweat not too active. Chrome linings slow. Garment leathers continue pick-up in interest but buyers and sellers find trouble agreeing on price.

Russet linings: 26, 24, 22, 20, 18, 16, 15c. Boot at 25c
Colored vegetable linings: 27, 26, 24, 21, 19, 17, 15c
Hat sweat: 29, 27, 25, 23c
Chrome linings: 28, 26, 24c
Garment grains: 27, 25, 23, 21c
Garment suede: 28, 26, 24, 22c

Kid Leathers Steady

Kid leather tanners in Philadelphia report continued activity at about last week's level. Considerable business in glazed, currently much more active than suede. Black a best seller. Brown and blue hardly in picture.

Some tanners making up samplings of colors for September Show but many are wary since colors are out during a war period. Still too early to see what will happen. Glazed and suede prices at last week's level.

Slipper going well to slipper men as well as cowboy boot men. Prices still quoted at last week's ranges, with no changes pending.

Little business in crushed with tanners who do business in that type of leather. They call it "nothing special—just spotty." Prices unchanged. Nothing new in linings. Nothing in satin mats.

Current Average Prices

Suede: 35c-93c
Linings: 26c-50c
Crushed: 30c-65c
Glazed: 32c-1.17
Slipper: 30c-65c
Satin Mats: 51c-1.15

Splits Spotty

Boston splits market remains mixed this week with some selections active, others slow to moderate. Better sales

the **INSIDE**
story of
all good shoes

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706 W. BROWN, MILWAUKEE

made in heavy suede up to 47c; light suede moves at 40c and down. Finished linings slower this week because there is not much leather around. Sales made up to 25c. Gussets move at 22c and down.

Light suede: 36-41; 34-39; 32-36c
Heavy suede: 43-47; 41-43; 38-40c
Retan sole: 40, 38, 35, 33, 30c

Finished linings: 19-21; 20-23; 21-25c

Gussets: 17-22c

Pickled Heavy, 14-15c lb.; Light, 12½-13½c lb.

Blue splits: Heavy, 15-16c lb.; Light, 13-14c lb.

Side Leathers Soar

Boston side leather tanners find themselves forced to raise prices again as hides continue climb. Best tan-nage chrome extremes now bring 2-3c more above the 60c asked last week. One tanner asks 70c for HH weight heavy aniline extremes. H weights now bring up to 65c. Many tanners still find trouble in delivering leather sold earlier at much lower prices. Replacement buying at advancing prices has put them in bad squeeze. Retan and work elk still strong and active as are kips which now garner many former calf leather buyers.

Heavy Aniline Extremes: B 61-65; C 60-62; D 53-56c

Corrected Kips: B 59-67; C 57-65; D 55-63; X 49-56c

Corrected Extremes: 51-59; 49-55; 47-53; 44-50c

Corrected Large: 45-50; 43-47; 41-45; 38-42c

Work Elk: 46-56; 44-50; 40-44c

Belting Leathers Confused

Belting leather tanners of Philadelphia report situation unchanged since boom began. Few hides to buy and these are going up and up. Tanners who had stopped taking orders are now accepting orders. These tanners had announced a new price list when they resumed activity, but have already been forced to withdraw it because of climbing hide prices.

Carriers report continued booming business with prices about 7c higher than last published lists. They do have lists in effect at this time. However, they will not say whether quoted prices will be in effect in the near future since changes can and do happen daily.

AVERAGE CURRIED BELTING PRICES: SUBJECT TO CHANGE

Curried Belting	Best Selec.	2nd	3rd
Butt bends	1.30-1.41	1.26-1.35	1.20-1.21
Centers 12"	1.59-1.74	1.49-1.68	1.26-1.27
Centers 24"-26"	1.55-1.72	1.49-1.66	1.26-1.35
Centers 30"	1.49-1.67	1.44-1.63	1.26-1.32
Wide sides	1.20-1.34	1.16-1.29	1.09-1.10
Narrow sides	1.13-1.21	1.09-1.14	1.03-1.04

Premiums to be added: ex. Light 12c; Light 5c; ex. heavy 10c.

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SUEDE**

**CARR
BUCK**

Black & Colors

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69 SOUTH ST.
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(Russet and colors)

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Natural Tooling Strap Sides
and Backs

Russet and Colored Strap Bellies

Double Waistbelt Shoulders
(Russet and colors)

Steer Harness Leather Sides
(Russet and black)

Stag Harness Leather Backs
(Russet and black)

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LOS ANGELES: Russ White Co.

Glove Leathers Unsettled

All prices still unsettled. Heavy demand for medium and low priced grades of Cabrettas. Prices on lower grades have edged up, unofficially, although leading producers still quoting old prices. Cabrettas start at 70c for the tops, 65c and 60c for the seconds and thirds. Popular grades are No. 4, 55c, No. 5, 42c, No. 6, 32c and about 25c for the pigtexers.

One producer has announced a 2c rise in the price of men's grey suedes. His new quotations are 36c and 30c. Demand good; stocks not too plentiful. Light demand for ladies' weight suedes. Colors quoted at 40c for domestic type with no takers. Fair demand for hair type suedes at 60c to 85c.

Pigskins still in good demand. Splits bring 14c, 12c and 10c for the Grey-hairs and market seems pretty well cleaned up.

Work Glove Leathers Strong

Midwestern tanners report being booked solid for next 30 days. Tanners conducting business strictly at leather prices dependent upon cost of raw materials. Tanners cannot quote official company list prices until both raw material costs and leather prices reach some sort of leveling-off. Consequently, prices must be treated strictly on a nominal basis for time being.

Horse shanks, 40-45 avg. ft. per doz.: 21c per ft.

Horse shanks, 50-55 avg. ft. per doz.: 25c per ft.

Cow bellies, 40-45 avg. ft. per doz.: 24c per ft.

Cow bellies, 50-55 avg. ft. per doz.: 26c per ft.

Shoulder Splits (Per Pound):

No. 1's—50c

No. 2's—40c

No. 3's—25-35c

Glove Splits (LM): 19, 18, 17c

Bag, Case and Strap

No longer a question of how high are leather prices but how high are they going? Tanners strongly indicate that leather prices may be from 6c to 9c higher. However, since then, raw materials have advanced another 2 to 2½c per lb. Tanners' official price lists are still being withheld as in recent weeks. Tanners report a well-sold-up position with business conducted over the counter as salesmen have been called in for some time.

2½ ounce case	50, 47, 44c
3 ounce case	53, 50, 47c
4 ounce strap	63, 60, 57c
5 ounce strap	67, 64, 61c
6 ounce strap	70, 67, 64c

Garment Leathers Unfixed

It will take a great deal more of "open" trading in the garment leather market before some establishment of

SHOE, SLIPPER, RUBBER FOOTWEAR MACHINERY

• COMPO • McKAY • WELT processes



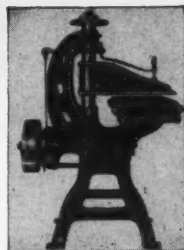
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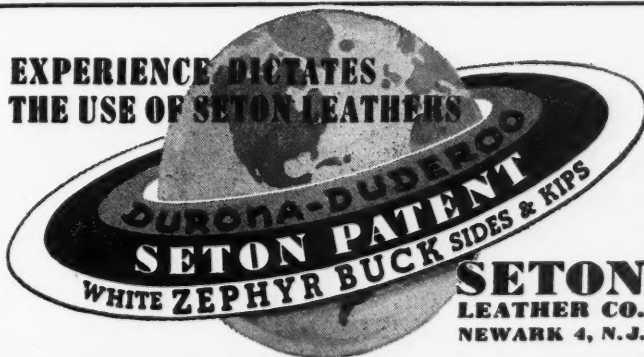
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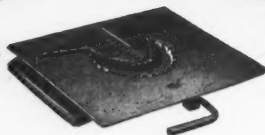
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MEN'S AND WOMEN'S
IN THE POPULAR PRICED RANGE

PEABODY, MASS., U. S. A.

prices can be determined. Tanners
are not quoting official list prices.

Suede garment: 28, 26, 25c
Garment grain: 29, 27, 25c
(High colored grain garment
2c more)
Average horsehide leather: 36cN
Very best up to: 39-40cN

Tanning Oils Up

Quotations up on most Tanning
Oils as compared with last week, with
vegetable oils up 4 to 8c and tallow
about doubled. Sellers not offering
raw Cod Oil and prices have been
withdrawn for the present.

Raw Tanning Materials in adequate
supply, except Wattle Bark which is
scarce. Demand good, with prices
holding steady. Tanning Extracts
quotations unchanged.

Raw Tanning Materials

Divi Divi, shipment, bags\$70.00
Wattle bark, ton\$87.50 for "Fair
Average" and \$65.00 for "Merchantable"
Sumac, 28% leaf\$72.00
30% leaf\$75.00
Myrobalans, J. 1a, \$52.00-\$53.00
(Crushed \$78.00) J. 2s\$45.00
Valonia Cups, 30-32% guaranteed\$52.00
Valonia Beards\$78.00
Mangrove Bark, So. Am.\$60.00-\$61.00

Tanning Extracts

Chestnut Extract, Liquid (basis
25% tannin), f.o.b. plant
Tank cars 3.70
Barrels c.l. 4.35
Barrels, l.c.l. 4.65
Chestnut Extract, Powdered (basis
60% tannin), f.o.b. plant
Bags, c.l. 9.60
Bags, l.c.l. 10.30
Bags, less than 100 pounds 15.00
Cutch, solid Borneo, 55% tannin,
plus duty06½
Gambier Extract, 25% tannin,
bbls.09½ .12
Hemlock extract, 25% tannin, tk. cars,
f.o.b. wks.0525
Bbls., c.l.05½
Oak bark extract, 25% tannin, lb.
bbls. 6½-6¾, tks.06¼
Quebracho extract
Solid, ord., basis 63% tannin, c.l.
plus duty 8 5/16
Solid, clar., basis 64% tannin, c.l.09
Liquid, basis 35% tannin, bbls.08
Ground extract16½
Wattle bark, extract, solid07½
Powdered super spruce, bags, c.l.
.05¼; l.c.l.05½
Spruce extract, tks. f.o.b. works01½
Powdered valonia extract, 63% tannin09½

Tanners' Oils

Cod oil, Nfd., drums *

Castor oil No. 1 C.P. dra. l.c.l.20
Sulphonated castor oil, 75%19-.20
Cod, sulphonated, pure 25% moisture .. .13
Cod, sulphonated, 25% added mineral .. .12
Cod, sulphonated, 50% added mineral .. .11
Lined oil tks., c.l. zone 1179
drums, l.c.l.201
Neatsfoot, 20° C.T.27½
Neatsfoot 30° C.T.25
Neatsfoot, 40° C.T.21
Neatsfoot, prime, drums, C.L.14½
L.C.L. (see 7-22 issue)16½
Neatsfoot, sulphonated, 75%19
Olive, denatured, drs. gal. 1.90
Waterless Moellon14
Artificial Moellon, 25% moisture13
Chamois Moellon09-11
Common degrass10-12
Neutral Degras21
Sulphonated tallow, 75%12
Sulphonated tallow, 50%09
Sponging compound11½
Split oil11-12
Sulphonated sperm, 25% water18
Petroleum Oils, 200 seconds visc. tks.,
f.o.b.11½
Petroleum Oils, 150 seconds visc. tks.,
f.o.b.13
Petroleum Oils, 100 seconds visc. tks.,
f.o.b.11
*Quotations withdrawn

HIDE MARKET CONTINUES CLIMB AS TRADING PICKS UP AGAIN

Packers Report New Business In Most Selections

Packer hides bring advances of ½-lc. Big packer calfskins up 2½c., sales fair. Kipskins cling 2-5c. Small packer markets slower.

Packer Hides Up

While volume was relatively light, over 30,000 big packer hides sold this week at further advances ranging from ½ to 1c per pound. This week's business is 1½ to 2c higher than last reported. Last week, one of the "Big Four" packers earlier inactive, sold

Bulletin: In addition to advances established this week on heavy and light native cows, native and branded steer selections, big packers sold approximately 25,000 Northern branded cows at 28c, Chicago basis, ½c higher, but in line with the week's advances on other selections. Native and branded bulls also sold up ½c in late trading, with natives selling at 20½ and brands at 19½c. New business brings week's total trading to roughly 70,000 hides.

hides at ½ to 1c over previous business. Consequently, this week's business of ½ to 1c advances is being compared with this packer's business conducted on the final trading day of last week.

New business includes light native

cows involving 3,000 Chicago production at 31½c and St. Paul takeoff at 32c. A car of Ft. Worth light cows sold at 36c, FOB basis. A later car of St. Paul light cows sold at 32c, Chicago basis. "Big Two" packers sold a total of 6,100 heavy native cows consisting of Chicago-Omaha-Sioux City at 31½c and St. Paul production at 32c, Chicago basis. An outside independent packer put in 750 Sioux Falls heavy native cows at 32c, Chicago basis.

4,500 light native steers sold at 32c, Chicago basis, for Kansas City-St. Louis-St. Paul production. A car of mixed Milwaukee native steers sold at 31c for heavies and 32c for lights. About 4,200 heavy native steers sold at 31½c. for St. Paul and 31c for Riverpoints. In the extreme light native steers, price was established at 34c for St. Louis, Chicago basis. A car of back-salting Evansville extreme light native steers sold at 33c, Chicago basis.

In the branded selections, butt bands established at 27½c at all points, Chicago basis. A "Big Two" packer sold 3,300 light Texas steers at 29½c, while extreme light Texas steers sold at 32c, Chicago basis.

Calfskin Trading Light

Big packer calfskin trading got under way late this week at prices ad-

QUOTATIONS

	Present	Week Ago	Month Ago	Year Ago
Native steers	31 -32	29½-30	23½-26½	23 -24
Ex. light native steers	34	33	29	28½-29
Light native cows	31½-33	30 -31	25 -26½	22½-25
Heavy native cows	31½-32	30 -30½	25 -25½	22 -23
Native bulls	20½	19N	15½-16½	16
Heavy Texas steers	27½	26N	21N	19½
Light Texas steers	29½	28N	24½N	21½
Ex. light Texas steers	32	30½	27½N	25½
Butt branded steers	27½	26½	21	19½
Colorado steers	27N	26	20½	19
Branded cows	28	27½-28	24 -24½	20½
Branded bulls	19½	18N	14½-15½	15
Packer calfskins	70 -75	67½-72½	62½-66	40 -50½
Chicago city calfskins	50N	50N	42 -45N	35
Packer kipskins	60	55	50	42½

HIDE FUTURES

COMMODITY EXCHANGE, INC., FUTURES MARKET

	Close Aug. 3	Close July 27	High For Week	Low For Week	Net Change
September	26.00B	26.75T	26.90	25.60	-75
December	25.55B	26.00T	26.19	25.10	-45
March	24.70T	24.60B	25.20	24.25	+10
June	24.20B	24.30B	-10

Total Sales: 258 lots

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LEATHERS AT LOWER COST"

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In All Colors

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Milwaukee 7, Wis.

vancing about 2½c.

Trading was relatively light, only one "Big Four" packer participating but it is thought that other trading will develop. Sales involved 5,000 Northern production lightweights at 75c and heavies at 70c, while 2,000 Riverpoint calfskins sold at 74c for lightweights and 69c for heavies, an advance of 2½c over last similar business.

Outside calfskin markets holding strong. Some small packer untrimmed allweights reported sold at higher levels. Last sales confirmed at 57½c. City untrimmed allweights quoted nominal at 50c and countrys at 35c nominal.

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Will average 4 yds. to lb.

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The New York market in calfskins is also continuing strong with prices generally unchanged from a week ago. Big packer 3 to 4 lbs. quoted \$4.25, 4-5's \$4.75, 5-7's \$5.75, 7-9's \$6.50 and 9-12's at \$9.35. Large collector calfskins quoted \$3.90 on 3-4's, 4-5's at \$4.50, 5-7's \$5.25, 7-9's \$6.00 and 9-12's \$8.25.

Kipskin Prices Up

Big packer kipskins advanced from 2 to 5c per pound during midweek trading involving some 22,000 skins by two large packers. One packer sold some 18,000 kipskins of St. Louis natives at 57½c and overweights at 52½c, FOB basis. Seller also sold Dallas-Ft. Worth natives at 55c and overweights at 50c, FOB basis. The second active seller reported 5,000 Riverpoint natives at 60c and overweights at 55c, Chicago basis.

Small packer and country kipskin markets exceptionally quiet. Small packers quoted nominally at 40 to 45c, and country untrimmed allweights nominally quoted 30 to 31c.

Horsehides Scarce

The continued scarceness of the supplies of horsehides is the factor in limited amount of business noted. Occasional sales are noted at prices ranging anywhere from \$11.75 to \$12.00 for good quality Northern 70 lb. average trimmed lots, with up to \$11.50 to \$11.75 figured on 60 lb. average trimmed lots. On an untrimmed basis, prices may be figured about \$1.00 higher.

Fronts are quoted at \$7.50 to \$8, depending upon quality, with a range of \$4.25 to \$4.50 quoted on butts, basis 22 inches and up, according to quality.

Small Packer Hides Up

Market stronger in sympathy with recent sharp advances in big packer hides. Prices up about ½c. Tanner's latest ideas now ranging between 27 to 27½c selected for 48/50 lb. average good quality Midwestern hides, carload lots, FOB shipping points. Several cars sold on this basis this week. Up to 28c selected has been paid for carload lots averaging 47 lbs. of good quality plump hides. Asking prices are higher than these ideas.

Country Hides Slow

Country hide market very slow, although price structure maintaining its strength on the basis of the stronger big packer hide market. Tanners showing no particular anxiety to "look" for country hide when asking prices are "out of line" with their ideas of 23 to 23½c flat for 48/50 lb. average Midwestern country hides,

basis carload lots, FOB shipping points. As in other beef hide markets, country hide sellers have enriched ideas on what few lots are being held, thus selling is scattered and at varying prices.

Sheep Pelts Advance

One of the "Big Four" packers reported a 10-cent advance on both No. 1 shearlings and Fall clips, when a couple cars sold, with No. 1 shearlings going at \$3.25 and Fall clips at \$3.40. No. 2's and 3's are unchanged at \$2.30 for 2's and \$1.80 for 3's. Latter are just about out of the picture with production very slim.

Dry Sheepskins Firm

Some tanners have stepped into market and paid prices above those they could have traded at last month. Most operators still watching conditions, claim they must see more leather and glove sales at recent advances before reentering markets. Primary markets continue very firm with relatively few offers made here as shippers obtain their levels from Europe and other buyers.

Hair sheep markets moderately active with 1,000 dozen Cape gloves, Cape Town abattoirs, sold at \$20.50 c&f. Brazil cabrettas also firmer with some shippers withholding offers, others raising ideas by about \$2.00, asking \$14.50 c&f. Some business of regulars and specials at \$14.50 and better than \$17.00, respectively, basis manufacturers.

Reptiles Pick Up

As was expected, as soon as shoe manufacturers re-entered leather market, tanners stepped into raw stock markets. More sales during the past week than for the past month. Larger sales restricted due to limited offers and advances asked.

Following sales of Madras bark tanned whips, 4 inches up, averaging 4½ inches, 70/30 selection at 80-82c, sales made at 85c and slightly more would be paid but sellers now indicate ideas of 90c. Similar cobras also active with sales at 62-65c, as to shippers. Good demand for the larger sizes and while occasional sales noted, volume restricted due to lack of offers.

Pigskins Slow Down

Firm undertone with some business passing, but volume is restricted due to lack of offerings. Large dealers report they have been moving skins on replacement basis, paying advances whenever they obtain premiums for their inventories. Europe operating in Brazil and shippers have advised their agents that stocks are exhausted.

WHAT SHOE FOREMEN . . .

(Continued from page 9)

highest paid skilled workers in their department. Twenty-three percent thought the differential should be 40-60 percent, while 18 percent thought they should receive 90 percent or higher pay above the skilled workers. A number suggested a more definite standard: for instance, the foreman to receive at least three or four times the 75-cent minimum paid to learners. This would be a basic standard, a minimum. From there, salary scales would be proportionate to the qualifications of the foreman himself.

There should be a sufficient wage differential between the foreman and the skilled operators so that there is room left to fit the assistant foreman whereby he is paid appreciably better than the operators yet appreciably below the foreman. This, it was pointed out, would give the operators an incentive to rise to assistant foreman, and the latter to rise to foreman. Such incentive would create a higher productivity and efficiency in the factory, paying off in lower costs and better profits for the company.

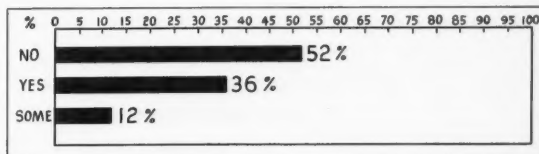
Also, the foremen believe they should be paid bonuses in good years enjoyed by the company. Also, extra compensations for savings or increased efficiencies in their department for which they are responsible. In short, "incentive" compensation.

It's interesting to note the tenor of the replies to this question. Repeatedly emphasized was the need for a substantial income differential as a means of lifting the foreman closer to a genuine executive level and thus increase his prestige whereby he would command more respect from the operators. As one respondent stated, "Nothing gains you more respect than a good income in keeping with the responsibilities of your job."

Responsibility and Authority

Question 2: Do you think that front-office management in the average shoe factory gives the foreman enough responsibility and authority?

No, 52 percent. Yes, 36 percent. Some, 12 percent.

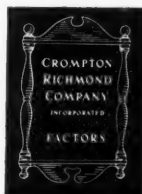


The foremen were very emphatic about one point. They're given plenty of responsibility *but very little authority*. The foremen were not only emphatic about this but in many cases resentful. It appears that wherever the foreman is given full or substantial authority in his department, he was a more contented, harder working employee. The lack of authority, however, lessens the discipline and respect of the operators under the foreman. Many cited various illustrations regarding this point.

The foreman resents being an automaton, merely echoing instructions without the right to make decisions or operate with substantial authority in his department, or to employ his own judgment. Many foremen are burdened by small details and paper work at the sacrifice of more important supervisory work. This is annoying to the foreman, costly to the company.

In many companies the foremen's duties aren't clearly defined enough so that responsibility and authority are

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THE HUMAN FACTOR

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recognized. The result is confusion. The foreman takes the blame for mistakes in his responsibilities but without authority to use his own judgment and prevent mistakes. In short, blame for errors should go to those wielding authority and giving orders—not to the foreman who has responsibility alone.

Also strongly resented is the lack of confidence by the front office in allowing or delegating authority to the foreman in running his own department; a resentment of the lack of respect for the foreman's judgment and experience. If the front office lacks this confidence and respect, it should get a more qualified foreman and give him the authority due his position. So the foremen feel about this.

Also, the foreman resents being by-passed by his superiors in matters dealing with his department. This results in lowering of the foremen's prestige in his own department, and is one reason why foremen sometimes fail to get the desired cooperation of the operators under them.

The foreman resents interference from the front office where it is not justified—resents intrusion of "theories" without practical experience to support them. There should be an understanding between the foreman and the front office as to authority in certain matters pertaining to the department. Then, many companies have too many "bosses" with no defined lines of authority or no integration of authority regarding the rooms. This confuses and irks the foreman, affects production, costs, harmony, creates added burdens for the foremen.

Some foremen feel they are made the "fall guys" between labor and management—yet are impotently without power or authority to do anything about it on their own initiative where the opportunity exists.

The superintendents were cited by some foremen as

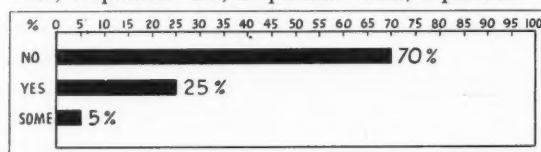
being an obstacle to harmony. Some superintendents, it was claimed, oppress or fail to encourage; or don't permit good suggestions by foremen to go through to the front office, thus preventing possible advancement for the foreman. However, only a few such cases were mentioned.

Lastly, the foremen say that rarely are they given credit or praise for a good job done, though they are almost always blamed or criticized for shortcomings or mistakes. They're willing to take criticism for errors, but they feel this should be balanced by credit when deserved.

Planning Committees

Question 3: Does your factory have an "Executive Planning Committee" with regular meetings of foremen and front-office management to discuss plant operations?

No, 70 percent. Yes, 25 percent. Some, 5 percent.



An overwhelming majority believes that *regular* meeting for executive planning purposes should be held between foremen and front-office management. Those foremen working in factories where such meetings are regularly held report excellent results in improved production, clarity of direction, efficiency and the cooperative attitude of the management-supervisory team as a whole. As one foreman stated, "The idea of knowing where we're going, what we're trying to accomplish, is great for morale." And the comment of another: "The sense of teamwork—both in the actual planning program and the principle—works wonders."

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Los Angeles, Cal.

The foremen pointed out in a variety of ways that management loses countless profitable suggestions and valuable ideas by not encouraging group discussions regularly between front office and foremen at meetings. The result is frequently a lack of organization, of smooth operations.

Lack of regular executive planning meetings implies, according to the poll, that foremen are expected to be "blindly obedient" to top management. They resent this. Obedience and carrying out of orders—yes. But this should be accompanied by a sense of direction by the foremen—a sense of knowing *why* he is doing it, for what purpose. He wants to feel that vital sense of *participation* in executive planning.

The foreman strongly objects to irregular meetings; to meetings called impulsively or suddenly; to meetings conducted without careful plan and intention. He feels that this is a sop extended by management—a weak gesture to assuage the desire for participation by the foremen. Such meetings accomplish less than no meeting at all.

He is opposed to meetings that are argumentative rather than debate—meetings that get lost in a maze of petty detail. He does not care for the meeting where the boss is dictatorial—where there is little encouragement for discussion from the attending group.

A number of foremen emphasized the point that front-office management is not personally acquainted with the foremen—that the relationship is usually indirect or remote. Executive-supervisory planning committee meetings would bridge this chasm, allow for more personal exchange of ideas, constructive suggestions, etc.

As a whole, the foremen strongly favor regular meetings for planning purposes. Significantly, such meetings comply with a deep-seated human desire: the sense of teamwork and exchange of ideas between the members of an organization.

(Note: Part 2 in this series will appear Aug. 12.)

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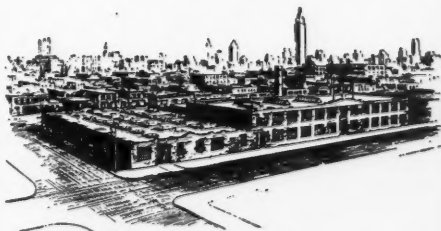
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TANNERY WATER CONDITIONER

A new type of water softening equipment, combining the virtues of the two most popular types of industrial water softening—the hot process softener and the zeolite softener. In the Hot Process Zeolite Water Conditioner the zeolite softener is used as a second stage following the first stage in which lime is the single reagent. This first stage precipitates the bicarbonates and magnesium in the water supply leaving the remaining hardness to be removed by the zeolite softener, utilizing salt as a regenerative.

This unique combination of hot process and zeolite has been made possible by the fact that new high temperature resins used in the zeolite stage will withstand both the high temperatures and the pH values obtained in the hot process stage, something that former zeolite materials, whether natural or synthetic, were unable to stand beyond 120° F. without disintegration.

The advantages include saving in chemicals, saving in capital invest-

ment, lower CO₂ in the steam, less floor space and head room required, less operating attention, better control of phosphate excess in the boiler, lower alkalinity and only one chemical needed in the hot process.

The Hot Process Zeolite Softener is particularly advantageous in the treatment of turbid surface water high in carbonate hardness and silica, for it combines economical softening, silica removal, and clarification process in one operation.

Source: Cochrane Corp., 17th St., below Alleghany Ave., Phila., Pa.

PLASTIC CUTTING BLOCK

A new cutting block made of tough Tygon plastic is claimed by the manufacturer to have unusually long life, is self-healing and can be used on both sides. It is reported that the block helps reduce production costs on clicking and mallet cutting operations by stopping rejects from double cutting due to "bounce backs," lessening the intervals between die re-

sharpening and virtually eliminating die breakage.

Materials such as leather, rubber, plastics, fabrics, cork, fibre, felt and paper can be die-cut cleanly on this tough surface. There is no danger of getting foreign material in stock, and stock of different colors can be cut without fear of cross contamination.

Source: Colonial Rubber Co., Ravenna, Ohio.

BAKELITE SANDALS

This pair of sandals can serve as bedroom slippers and beach shoes as well as being used in the shower, bathroom, locker-room, for travel and



other purposes. Made of water-resistant, flexible Bakelite polyethylene, which is also unaffected by greases, sand and abrasives, corrosive chemicals and temperature changes, the lightweight sandals are designed with molded grooves on the soles to prevent slipping. The sandals fit compactly into a tiny luggage, closet or locker corner and are easily washed free of germs and dirt with soap and hot water. They dry instantly by shaking off the water. The sandals are available in sizes for men, women and children. Available in white, yellow, green or blue.

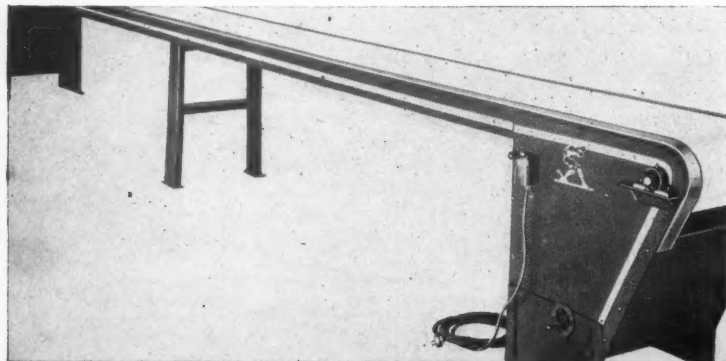
Source: Trylyn Mfg. Co., 57 Post St., San Francisco 4, Cal.

SHOE FACTORY BELT CONVEYOR

Assembling from stock parts and units to the buyer's specifications cuts costs by use of the new "Flo-table," according to the manufacturer. This is a belt conveyor apparatus which producers of shoes and leather may find economical in the transference of materials. It can be installed for either horizontal or

floor-to-floor conveying. The surface is interchangeable to accommodate different products. Standard belt widths are from 1½ to 3 feet, and standard lengths are up to over 100 feet, with a weight-bearing capacity of 10 to 100 pounds per foot.

Source: Mar-Rail Conveyor Co., 560 York Ave., Pawtucket, R. I.

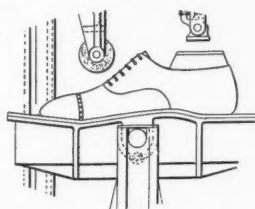


IMPROVED SOLE LAYER

This machine resembles the well-known Goodyear Sole Layer. However, it incorporates an entirely new feature.

At the bottom of the pad box is a form to guide the covering rubber insertion. Above the rubber conforming pad, a "blanket," and then the conventional leather cover.

To force the rubber to convolve about the edges of the shoe seems to be the one idea of all this. In the past too much pressure was given the center of the shoe, leaving the sole and upper or welt in gaping relationship. But with the pressure applied to the outer area of the shoe bottom, the succeeding operations are speeded and perfected.



To force the rubber to so convolute, the first step is in the cutting away of the center part of the rubber, thus permitting the shoe to sink down lower into this depth, at the same time forcing the rubber in wave-like manner to convolve more about the edges of the sole of bottom.

The rolling up of the toe is prevented by some lengthwise bars that tend to stabilize any curling up tendency of the rubber.

With this type of sole layer, it is possible to attach almost any kind of sole.

Source: Pat. No. 2,497,195; United Shoe Machinery Corp., Boston.

MILDEW CONTROL

A chemical heretofore used to control the clothes moth has also been successfully employed to prevent mildewing of stored leather.

Mold growth can be stopped by the proper use of Santochlor, a para-dichlorobenzene. It is necessary that a saturated atmosphere be maintained in the storage compartment by replenishing the chemical as it is dissipated.

A closet of about 100 cubic feet, relatively air tight, was completely protected for two years using about one pound of Santochlor during the hot months and about one pound for the entire winter season.

Source: Monsanto Chemical Co., St. Louis 4, Mo.

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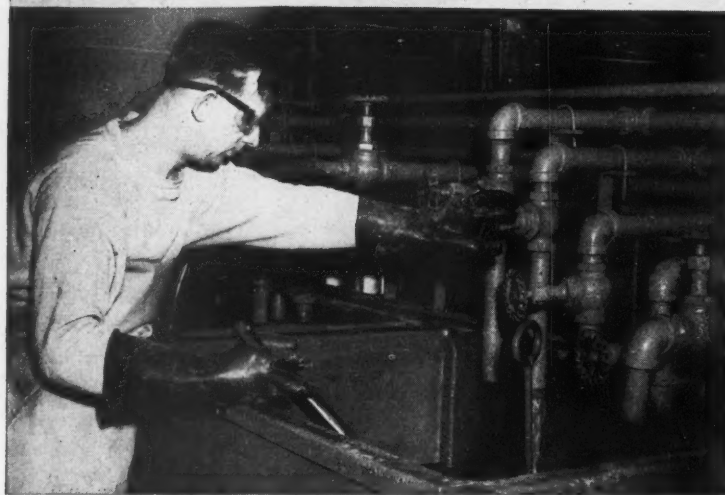
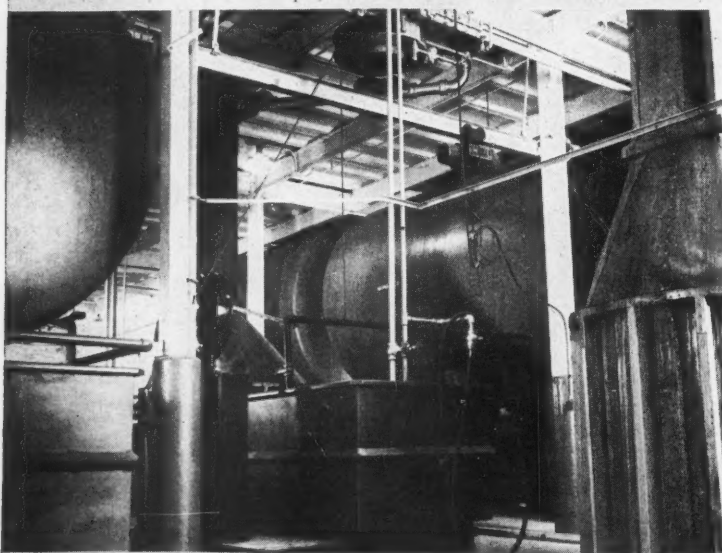
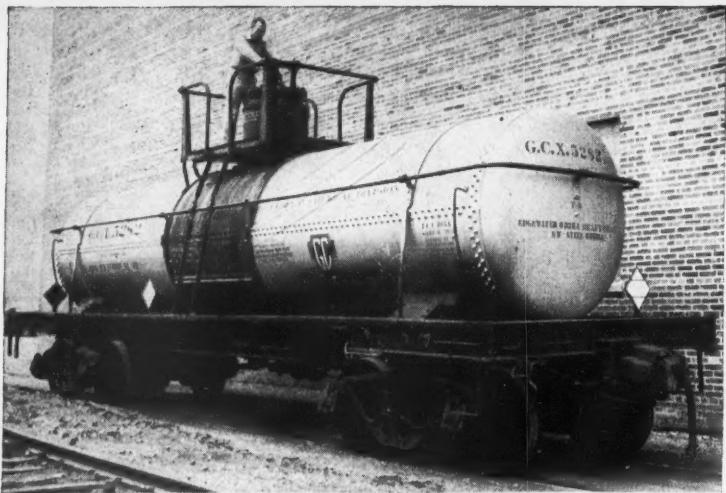
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INNERSOLES PLATFORMS WEDGIES

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From tank cars to chrome tanning drums there is no handling of acids by personnel. **Top:** Tank car is unloaded by pump at siding. **Center:** Storage room on fourth floor where chemicals and acids are stored and fed by gravity to mixing tanks below. **Bottom:** Operator demonstrates how turn of a valve delivers tanning liquid to mixing tanks from which they flow to the chrome drums below.

RUEPING

(Continued from page 12)

mates are pumped direct from tank cars to storage tanks. Fifteen tons of rock salt are delivered by conveyor direct from box cars with no individual handling.

Then the tanning materials are conveyed by gravity to lower-level mixing tanks, then by gravity to mixing vats adjacent to the tanning drums at the turn of a valve. This clean, convenient operation, which does away with handling of acids by personnel in small containers, has reduced accidents from acid handling from 18 in 1946 to two in 1947 and none at all in 1948.

L & S

"A safety program that works is today recognized as a minimum requirement, particularly in the tannery."

Eugene E. Reske, Safety Director
J. Greenebaum Tanning Co.

L & S

While it is impossible to get away from a certain degree of floor moisture in our business, we have found it possible to keep it to a minimum and have provided means by which hide trimmings and fleshings are disposed of in the trimming room with only one handling. They are thrown onto a moving belt conveyor as they are cut, automatically carried to an overhead storage hopper without further handling. This relieves one of the most slippery and unpleasant floor conditions of tannery operation.

Medical Care

Medical care for Rueping employees has been part of the company program since 1911. Today, Dr. Schroeder maintains regular office hours at the Medical Center each morning and is "on call" at all times. A registered nurse is employed full time. In case of illness, house calls are made and medical assistance offered.

Fire is a major source of danger in tanneries and courses in plant fire prevention and control are conducted from time to time. The plant fire squad holds monthly fire drills. They are trained to spot hazards and know what to do if fire starts. Even small fires can be expensive. Production time is lost and materials in process are destroyed. The time and effort required to develop our plant fire squad has paid for itself many times.

Impressive Figures

A few figures will demonstrate that the modernization program and regular safety effort at Ruepings has had a good effect on accident prevention. Keep in mind that the modernization program began early in 1947 and has

just been completed. Here are the Rueping accident frequency figures compared with the National Safety Council figures for tanneries in the same years.

National Safety		
Years	Council	Rueping
1945	21.11	28.3
1946	27.31	33.8
1947	24.05	24.6
1948	22.45	13.4
1949	*	19.9

*National Safety Council figures not yet available.

Costs and Savings

Safety is worth while for itself alone. It is impossible to measure the cost of human misery that accidents and unsafe working conditions bring. It is also true that in most cases the money that is drained away in accidents costs would pay for a safe plant many times over. In 1944, for instance, the cost of our compensation and medical payments for accidents amounted to \$14,917. This was the direct cost. Taking the well-accepted figure of 4 to 1 for the indirect or hidden costs, we get a total cost of \$74,585 for accidents in that year. In 1948 the total cost of compensation and medical expense was \$4,046. Adding to this the "indirect" costs at the 4 to 1 ratio, brings the total cost for 1948 to \$20,230. Thus, the difference in cost between a poor safety record and a better one, was \$54,355.



Load of hides being dumped into lime vats from lift truck. This operation is typical of the way in which Rueping makes use of lift trucks to avoid heavy material handling.

The difference between a year with a good safety record or a poor one is brought about by either one or two bad accidents, a lot of small injuries or both. In their modernization program the company has attempted to supply the utmost in physical conditions which make for safe working conditions. This alone,

however, is not enough as national figures show that the greater number of lost-time accidents is caused by individual carelessness of employees. To keep accidents from happening is a job of continuous education.

Incidentally, the Rueping firm now has a waiting list of those who would like to work in a tannery.

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Getz Bros. & Company, San Francisco, Calif.; New York City

NEWS-QUICKS

About people and happenings coast to coast

Massachusetts

• **Milton Dansereau** has been named Worcester representative by International Shoe Machine Corp., Cambridge. Dansereau has specialized in lasting operations for the past 17 years, having served as lasting room foreman for such firms as Wing Step Shoe Corp., Wiley-Bickford-Sweet Corp., and the B-W Footwear Co., Inc.

• **Bond-Rite Combining Company** has moved from its former location at 120 Potter St., Cambridge, to much larger quarters at 25 Brock St., Stoughton. The new location provides about 30,000 sq. ft. of space.

• Officials of **Caswell - Doucette Shoes, Inc.**, 19 Stewart St., Lynn manufacturer of women's cemented and California process shoes, are reported considering factory space in Newburyport. The new plant will employ some 300 workers.

• **Wiggletoe Shoe Co.**, Newark, N. J. shoe wholesaler, will soon move its business to Merrimac, it is reported. The company will be located in the same building at Merrimac Sq. as Whittier Shoe Co., children's shoe manufacturer. Louis I. Weitzman, proprietor of Wiggletoe, is also a partner of Meyer Rogovin, owner of Whittier.

• Creditors of **Excel Shoe Co.**, 278 Broad St., Lynn, have authorized Nathan Tobin, assignee of the firm, to sell its assets at private sale for a sum equal to 20 percent net to unsecured creditors. Assets are listed at \$25,505 with liabilities \$66,691.

• **Corliss Leather Products Co.**, with a capitalization of \$100,000, has begun the manufacture, repair and servicing of leather goods at 169 Bridge St., Cambridge. Julia M. Toczko is president-treasurer.

• **Frosb Shoe Co., Inc.**, 601 Washington St., Lynn, has officially changed its name to Schwartz & Benjamin, Inc. Benjamin D. Schwartz is president and Henry Schwartz is treasurer.

New York

• **Twentieth Century Chemical Co.**, shoe materials manufacturer, has moved from 173 Chrystie St., New York City, to 537 Third Ave., Brooklyn. George Zaher is president.

L & S

DON'T MISS THESE

Aug. 12 Features

Part 2 of the series, "What The Shoe Foremen Think About Management"—this time dealing with foremen training, labor relations, keeping foremen informed, and the authority to hire and fire.

"Tanning — The Primitive Way." Rare photos, taken in the jungles of Mexico, show some of the dark-age methods used to make leather 5,000 years ago—and still in use today.

"Last Of The Shoe Peg Mills"—75 years ago there were 35 mills turning out 75,000 bushels of shoe pegs. Today there's only one such mill remaining in the world — and supplying a good share of the world with shoe pegs.

"Sumac Tannin"—Sumac tannin not only produces a light-colored leather, but also diffuses into hide substance at a faster rate than any other vegetable tanning material. Dr. Frederic Hilbert contributes another important article in his "Technology of Tanning" series.

L & S

• **Richard M. Rossbach** has been made a general partner with Max J. H. Rossbach and Robert S. Arbib in the firm of J. H. Rossbach & Bros., 100 Gold St., New York City.

• **Emil M. Marcin** has been appointed Mid-West sales representative by Commonwealth Color & Chemical Co., 3240 Grace Ave., New York City. Marcin has wide experience in dyeing and finishing and was formerly associated with American Viscose Corp., and Laros Silk Co.

• **Hooker Electrochemical Co.**, Niagara Falls, announced the following organizational changes. **Joy E. Beanblossom** has been named manager of development. **James S. Sconce** is now manager of research, and **Dr. Bruno H. Wojcik** has been appointed assistant to the technical superintendent. **James S. Walker** is now supervisor of technical sales service.

• **Rocket Shoe Manufacturing Co.** has been incorporated under New York State laws to manufacture footwear at 75 Roebling St., Brooklyn. **Dominick Rao** is principal.

• **Joseph Mednick**, well-known shoe designer and stylist, has resigned from Dover Shoe Manufacturing Co. of Somersworth, N. H. Mednick was formerly associated with Oomphies, Inc.

• **Frank Romano**, making and lasting room foreman, has joined Sherman Bros. Company, South Norwalk, Conn. Romano was previously employed at La Marquise Footwear and Chicopee Casuals.

• **Hercules Shoe Manufacturing Company** will move on Aug. 15 to 85 N. 3rd St., Brooklyn, from 10-12 Bleecker St., New York City. The firm expects to double its present capacity of 1000 pairs daily.

• **Michael Goldenberg** has been elected president of Century Shoe Manufacturing Company, New York City. Goldenberg was a director.

• **International Kid Corp.**, exclusive distributor of Mexican leathers including glazed and suede kid, kips, sides and splits, has been opened at 100 Gold St., New York City. Principals are **Lewis Daitz**, formerly of Continental Kid Co., and **William L. Beards** of A. Beards & Sons.



CHARMOOZ

THE PERFECT SUEDE LEATHER

BLACK AND COLORS

AMALGAMATED LEATHER CO'S. INC.

WILMINGTON 99, DELAWARE

• *Olson Sales Agency*, New York City importer of vegetable tanning materials, is now selling quebracho extract to the tanning trade.

Ohio

• Ninety employees with from 10 to 40 years' service with *Vulcan Corp.*, Portsmouth shoe last and wood heel manufacturer, were presented recently with "years of Service" awards at a banquet held in their honor at Portsmouth. Button and pin awards were presented by A. J. Giese, president of Vulcan Corp.

• *H&W Shoe Supplies Company* of Dumont, N. J., is expanding its facilities. The firm specializes in shoe gores and plastics.

New Jersey

• Receiver has been appointed under bond of \$3000 in the bankruptcy matter of *Elaine Footwear, Inc.*, Union City footwear manufacturer.

• A sudden flash fire at *Blanchard Bro. & Lane*, 408 Frelinghuysen Ave., Newark tanner, late last week forced some 400 employees from work. Major damage was confined to the paint spraying booth on the fourth floor where the fire originated.

Florida

• Involuntary petition in bankruptcy has been filed in U. S. District Court, Miami, against *Bentley Shoes, Inc.*, 1022 Lincoln Rd., Miami Beach children's shoes manufacturer. Claims of creditors filing total approximately \$14,000.

Maine

• Plant of *Medwed Footwear Company, Inc.*, Pittsfield moccasin manufacturer, has been purchased by Nison Low, treasurer of Nison Shoes, Inc. The Medwed factory is located at 48 Waverly Ave.

Pennsylvania

• The *Electric Industrial Truck Association*, 3701 N. Broad St., Philadelphia, has published a new 72-page practical guide for the analysis of material handling operations and the application of the unit-load method with power-operated industrial trucks and accessories. Titled *Handbook of Material Handling with Industrial Trucks*, the handbook provides text, illustrations, charts, diagrams and engineering data on material handling with industrial trucks. Single copies are available at \$1.00 with special quantity prices on request.

NOW! SAME HIGH QUALITY AT LOWER PRICES

For A Higher Standard of Results Use...

NATURAL LATEX CEMENT

**HAD-U-TEX
809
by HADLEY'S**

..... **WHY IT IS THE CEMENT TO USE**

How it sticks!

HADLEY'S HAD-U-TEX 809 eliminates production headaches by always assuring the desired results... quickly! It is a development of our research chemists over a period of many years. It is RIGHT... and we urge you to call for it by name... for top value in an adhesive for all sole laying and folding operations.

1. Has More Bond Strength
2. Retains Tack
3. Affords Greater Mileage
4. Viscosity is Controlled
5. Economical to Use

SEE YOUR NEAREST REPRESENTATIVE OR WRITE US DIRECT

SINCE 1919

HADLEY BROS.-UHL CO.

514 CALVARY AVENUE
IN CHICAGO

ST. LOUIS 15, MO.
IN OHIO-PENNSYLVANIA

The Howard Irwin Co., 208 N. Wells St. Harry D. Ward, 3111 E. Main St., Columbus, O.

A COMPLETE BINDING SERVICE

"The Rotary Way" combines the use of "Rotary" full and semi-coated French Cord Binding with the "Rotary" French Cord Turning machine. Our exclusive coatings, when used with our equipment are guaranteed not to clog machines.

Rotary MACHINE CO., INC., LYNN, MASS.
1408 LOCUST ST., ST. LOUIS, MO.

**THE
Rotary
WAY**

LEATHER and SHOES

Texas

• *United States Rubber Company* is reactivating its synthetic rubber plant at Port Neches, as requested by the Reconstruction Finance Corp. The plant, closed shortly after the end of World War II, will be in operation in about three months.

Missouri

• A committee of *Advance* businessmen is planning construction of a \$30,000 shoe factory to give *Jay Allen Ward Shoe Company* space to increase its production staff by nearly 100 persons.

• Shoe production in the *Eighth Federal Reserve District* totaled 6,938,000 pairs in April, 19 percent less than March output and five percent below April 1949 production. Figures for the first four months of 1950 are one percent less than for the comparable period of 1949. Preliminary May figures indicate a four percent increase over April and 27 percent over May 1949.

OFFICERS NAMED BY INSTITUTE



... photographed at a Board of Directors meeting which opened the 1950-51 term for Officers and Board of Shoe Service Institute of America, national organization of the shoe service industry (formerly National Leather & Shoe Finders Association): Left to right, seated, Treasurer Rudolph E. Kaplan, Chairman of the Board Paul K. Ferree, President Archbold R. Jones, Director and Executive Committee Member Eugene E. Schaefer, Recording Secretary J. C. Glaser; standing, Staff Member W. F. Earls, Directors W. S. Williamson, Raymond Potts, Emil Cottor, John Ferber, Executive Vice President W. L. Wardell. Not present for photograph: Vice President Louis Ershler, Directors Harry Berendt and Rudolph Grosskopf. This first meeting of the new Board, held Wednesday, July 12, at the Congress Hotel, marked the close of the 45th Annual Convention of the Institute in Chicago.

DAVIS LEATHER INC.

TWO PARK AVENUE

NEW YORK 16, N. Y.

The above company was formed with the object of serving our United States customers more economically and efficiently with our well known

BABY CALF LEATHERS DOMINION CALF LEATHERS

BOSTON—Bergman & Brookhouse, 119 Beach St.

ST. LOUIS—Geo. J. Bucher, 1802 Locust St.

LOS ANGELES—A. J. & J. E. Cook Co., 1230 Maple Ave.

NEW YORK AREA—R. A. Bros., 2 Park Avenue

MILWAUKEE—H. I. Stewart, 918 North 4th St.

CINCINNATI—J. B. Kueven, 626 Broadway

SAN FRANCISCO—A. J. & J. E. Cook Co., 237 Eighth St.

TANNERY—Davis Leather Co., Ltd., Newmarket, Ont., Canada

LEATHERS

by Greenebaum

VEGELEN®

For the over-all demand for deep-toned, aniline finishes on full-bodied combination tannage, our Vegeleen is acclaimed superior.

J. GREENEBAUM TANNING COMPANY

CHICAGO MILWAUKEE BOSTON

CLASSIFIED ADVERTISING

Wanted and For Sale

Chamois Leather

SUITABLE FOR ALL Automotive, Industrial and Domestic purposes. In Full Skins and Cut Squares.

Plain and Cellophane Packed
Lowest Prices—Prompt Delivery

WOODACRE CHAMOIS CO., LTD.,
Leather Dressers
DARWIN-LANCS-ENGLAND

Show This to Your Boss

HE'LL REWARD YOU with a better job if you have the answers on how to CUT LABOR COSTS. Pay bigger wages to more efficient workers. Pay more to those who do more. Use simple incentive system which brings out efficiency of individual workers. Use serially numbered "Work-N-Pay Tickets" together with rapid sight-checking aids. We sell large and small shoe mfrs. coast to coast. Samples and instructions free if you write us on business letterhead, otherwise 25c for students and private persons. No salesman will call. HM&S, P.O. 470, Woodstock, Ill.

Agents Wanted

AGENTS WANTED for a line of leather and composition counters, children's and slipper leather outsoles, uplifts, leather wedges, and toptiffs of all descriptions. For upstate New York, Metropolitan New York, Pennsylvania, Oregon, and Washington. Straight commission basis. Give experience and references. Address G-26, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Complete Tannery or Individual Machines for Sale

100 miles from Montreal, Canada, suitable for sheepskin processing mechanical leather or similar lines. 4—Big Wooden Paddles; 3—Drums; 3—Electric Motors; 1—64" Flensing Machine; 1—Splitting Machine 64"; 1—Drum Setting Out Machine 72"; 1—Heavy Jack; 1—Shaving Machine; 1—Slocomb Staking Machine; 2—Pendulum Presses; 1—Unhairing Machine; 1—Buffing Machine; 1—Centrifuge; 1—Mixer & Barrel; 2—Pumps; 3—Bleaching Tanks. Note: The above items are for sale either together or individually. Address G-24, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Representatives Wanted

COMMISSION SALES REPRESENTATIVES calling on leather and findings jobbers to sell reliable and important line of men's and ladies' toptiffs, taps, strips, etc. State territory you cover. Only reliable people need apply. Address G-8, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

For Sale

2—Reconditioned Moccasin Stitchers (increasingly popular items)
1—Small Post Singer—34-K-11 (a versatile machine)
Write: L. H. La Rouché,
114 State Street,
Boston, Mass.

For Sale

FOR SALE: 16 new Jenkins Brushes and 3 hard rubber Feed Rolls for 5 ft. Finishing Machine.

Address H-2,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Splits Wanted

WANTED: Heavy Splits in the blue or pickle.
Address H-3,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Rates

Space in this department for display advertisements is \$5.00 per inch for each insertion except in the "Situations Wanted" column, where space costs \$2.00 per inch for each insertion.

Undisplayed advertisements cost \$2.50 per inch for each insertion under "Help Wanted" and "Special Notices" and \$1.00 per inch for each insertion under "Situations Wanted."

Minimum space accepted: 1 inch. Copy must be in our hands not later than Tuesday morning for publication in the issue of the following Saturday.

Advertisements with box numbers are strictly confidential and no information concerning them will be disclosed by the publisher.

THE RUMPF PUBLISHING CO.
300 W. Adams St. Chicago 6

Leather Factory

DUE TO DEATH in the family, the owner seeks to sell leather factory or wishes to sell half interest to an active partner. Location in New York City area.

Address H-5,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Wanted To Buy Or Rent Medium Sized Tannery

of upper leather—by two well experienced technicians. Cash proposition. Will also consider partnership. Write Box Z-19, c/o leather and Shoes, 20 Vesey St., N. Y. 7.

Machinery For Sale

Schwabe Model O Clinker, 18" aluminum arm, soft clutch; Fortuna silver, 2"; Singer 132 K 6; Weigel burnisher and beveler; Stimson No. 389 eyelet machine, automatic feed. Phone REctor 2-6962, New York, N. Y.

Help Wanted

Supt. Counter Factory

WANTED: Supt. Counter Factory. Man who understands how to make sole leather and fibre counters. Must be a good trainer of help and understand how to set up counter machinery. Give age, experience, and references. Address G-25, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Factory Manager—Work Glove

FOR PACIFIC COAST. Well equipped factory and building for leather palm and canvas. Qualifications: must be able to take complete charge and meet trade. Good salary, with share of profits. Give qualifications. Address G-28, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Salesman Wanted

SALESMEN who are now calling on shoe factories to carry our Repair Crayons. Liberal commission. Write for information and samples.

Address H-4,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Situations Wanted

Sorter—Leather Expert

40, perfect upper leather and sole sorter, twenty-two years' wholesale and factory experience. Full business and expert knowledge in this line.

Address H-1,
c/o Leather and Shoes,
20 Vesey St., New York 7, N. Y.

Do Results Meet Your Desire?

IF NOT, a frank discussion with this Middle-west shoe factory Superintendent could very well help. Address G-22, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

H. SWOBODA & SON, Inc.

1027 N. Bodine St. Phila., Pa.
Base Ball and Whip Leather Mfrs.

SWOTAN

GARMENT HORSE
WORK GLOVE HORSE

(Grain and Splits)

SPORTING GOODS LEATHER
RETAN SOLE LEATHER
SPECIALTIES

WANTED

Dyes—Chemicals—Extracts
Bichromates—Oils—Waxes
Greases—Residues
By-Products—Wastes

CHEMICAL SERVICE CORP.

80-02 Beaver St., New York 5, N.Y.

Investigate

"CONTROLLED STITCHING"

Perfect work at higher speed and lower cost. Good stitchers become better; poor stitchers become good. Results absolutely guaranteed.

AJAX MACHINE COMPANY

170 Summer Street
Boston 10, Mass.
Tel. Liberty 2-8684

Want QUICK Results?

Use—

LEATHER AND SHOES'
WANT ADS

Coming Events

Aug. 21-25, 1950—National Luggage and Leather Goods Show, sponsored by Luggage & Leather Goods Manufacturers of America, Inc. Palmer House, Chicago, Ill.
Sept. 1-30, 1950—Child Foot Health Month.

Sept. 5-7, 1950—Shoe Travelers Assn. of Chicago Showing, Morrison Hotel, Chicago.

Sept. 5-7, 1950—Allied Shoe Products & Style Exhibit for Spring, Hotel Belmont-Plaza, New York City.

Sept. 6-7, 1950—Official opening of American Leathers for Spring, sponsored by Tanners' Council of America, Inc., Waldorf-Astoria Hotel, N. Y.

Sept. 10-12, 1950—Michigan Shoe Travelers Club Show, Hotel Statler, Detroit.

Oct. 15-19, 1950—Advance Spring Shoe Showing, sponsored by New England Shoe and Leather Assn., Hotels Statler and Touraine, Boston.

Oct. 15-18, 1950—First joint convention for tanners, shoe manufacturers and retailers. Sponsored by Canadian Shoe Council, Quebec City, Canada.

Oct. 25, 1950—Annual Fall Convention, National Hide Assn., Edgewater Beach Hotel, Chicago.

Oct. 26-27, 1950—Annual Fall Meeting, Tanners' Council of America, Edgewater Beach Hotel, Chicago.

Oct. 29-Nov. 2, 1950—National Shoe Fair, sponsored by National Shoe Manufacturers Assn. and National Shoe Retailers Assn., Palmer House and other hotels, Chicago.

Nov. 4-8, 1950—Spring Shoe Show, sponsored by Southeastern Shoe Travelers Assn., Atlanta Biltmore Hotel, Atlanta, Ga.

Nov. 4-8, 1950—Spring Shoe Show, Pennsylvania Shoe Travelers Assn., Hotel William Penn, Philadelphia.

Nov. 5-7, 1950—Spring Shoe Show, Central States Shoe Travelers, Muehlebach and Phillips Hotels, Kansas City, Mo.

Nov. 5-7, 1950—Michigan Shoe Travelers Club Show, Hotel Statler, Detroit.

Nov. 12-14, 1950—Spring Shoe Show, Indiana Shoe Travelers Assn., Inc., Claypool Hotel, Indianapolis, Ind.



WINDRAM
Quality

COMBINING — ELASTICIZING
PLASTICS
BACKING CLOTH

WINDRAM
MANUFACTURING COMPANY
Established 1867
3 Dorchester St., So. Boston, Mass.

Deaths

Mrs. Rhea Nichols Pape

... well-known *shoe fashion consultant* and wife of James C. Pape, died at her home in New York City on July 28. She had been associated with Allied Kid Company of Boston and New York as Fashion Coordinator since 1928, and at the time of her death was also serving as fashion consultant to the Kid Leather Guild of the Tanners' Council.

Active in shoe fashion circles here and abroad, Mrs. Pape collaborated with many designers in the development of many new shoe designs and styles. She pioneered in the early development of color in women's shoes.

Besides her husband, she leaves a sister, Mrs. Helen Nichols; a brother, Mr. J. T. Nichols; and four children, Mrs. Dorothy Mueller, Mrs. Herbert McAdoo, Mr. Vincent Pape and Mrs. Irene Prentiss. Funeral services were held Aug. 1 at Campbells Funeral Home, New York.

Mrs. Marguerite Hartnett

... 44, wife of Frank H. Hartnett, president of Hartnett Tanning Co., Ayer, Mass., died in Salem, Mass. Hospital July 26 after a long illness. She was a native of Salem. Besides her husband, she leaves three sons, Frank, Thomas and John; her father, Francis M. Jones; two sisters and five brothers.

Louis E. Fairchild

... 81, *publisher* chairman of the board of Fairchild Publications, trade newspaper publishers in New York City, died July 25 at Port Ryerson, Long Island. Fairchild was prominently active in the publishing firm for many years and helped build the firm together with his brother, Edmund, who founded the business. He leaves a son, Edgar W. B., vice president and treasurer of the Fairchild firm; a daughter, Mrs. Philip Rauch; and two grandchildren, Robert F. Fairchild, and Patricia Eaton.

George P. Abbott

... 64, *shoe materials executive*, for many years an executive of the Brown Co., Berlin, N. H. manufacturer of shoe innersoles and other products, died July 23 at Clinic Hospital, Berlin, after a short illness. A native and lifelong resident of Berlin, he held various executive positions with Brown, retiring in 1947. He was also active in civic and fraternal organizations. He leaves his wife, Ruth; a son, Parker; and a daughter, Mrs. Priscilla Nutter.

LEATHER and SHOES

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Curtis L. Bell

... 71, *shoe executive*, one-time superintendent of the Indian Head Shoe factory in Manchester, N. H., died recently at his home in Reed's Ferry, N. H. A native of Nova Scotia, he came to Reed's Ferry in 1927 and was active in the shoe business there until he opened the Lone Star Ranch. He leaves his wife, Elizabeth; and a son, Arthur C.

QUALITY CORRECTIVE SHOES ARE— "Leather Soled!"



- Features of R Construction
- Balanced Scientific R Lasts
 - Long Arch Supporting **Leather** Counters
 - Anatomic **Leather** heels
 - Heels Wedged at Inner Border
 - Right and Left Molded R Steel Shanks
 - Snug Fitting Heels
 - Broad Tread Surface
 - **Oak Leather Soles**

TAN ELK SHARK TIP CORRECTIVE OXFORD

No. F425 R-Wedged Thomas Heel
Plain Toe

B, C, D, E, EE.....6½ to 8

No. C426 R-Wedged Thomas Heel

A, B, C, D, E, EE.....8½ to 12

No. M426 R-Wedged Thomas Heel

A, B, C, D, E, EE.....12½ to 3

ALSO STOCKED IN WHITE

Sizes 6½ to 8 and 8½ to 12



JULIUS ALTSCHUL, INC.

117-125 GRATTAN STREET

BROOKLYN, N. Y.

In the manufacture of Corrective Shoes, the primary concern is *foot health and comfort.*

Therefore genuine *Leather soles* are used, because *Leather* can't be beat for *foot health* and *orthopedic work.*

For Quality Soling... "U. S. Leather"

Leather Soling assures you of consumer acceptance and satisfaction.

"U. S. Leather" assures you of soling of quality and reliability.

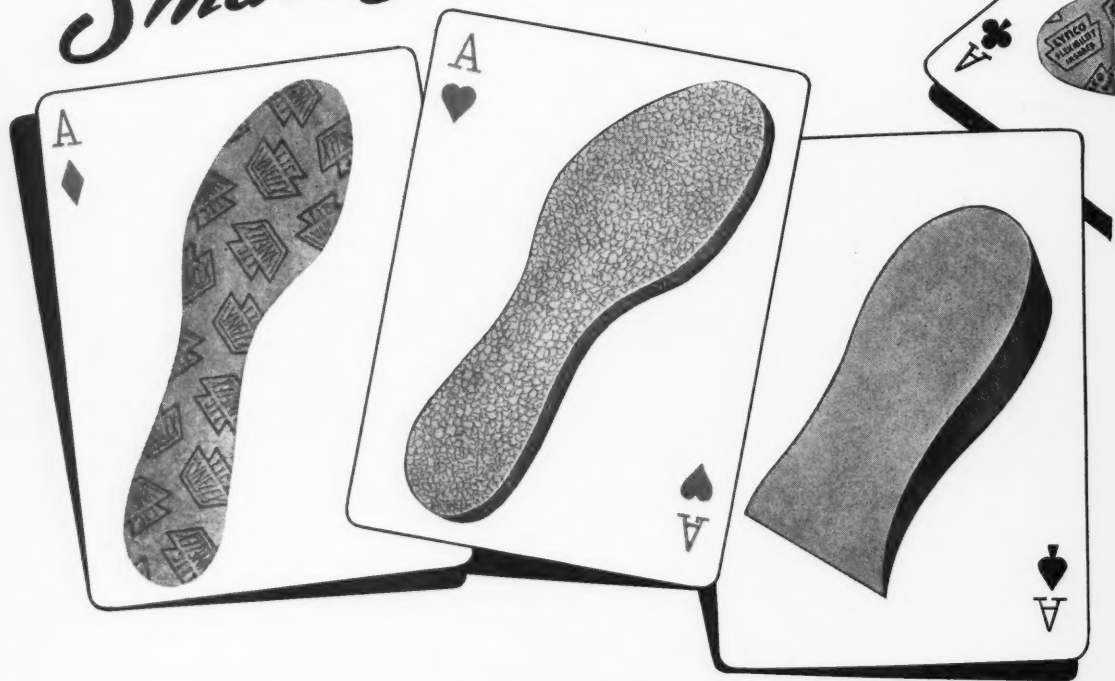


The

**UNITED STATES LEATHER
COMPANY**



*They're ACES with
Smart Shoe Manufacturers*



LYNN INNERSOLES PLATFORMS, WEDGES



Manufacturers and Distributors of the largest diversified line of Innersoling in America. Our famous "Lynflex" line for better grade shoes is the ultimate in Saturated Innersoling, featuring Flexibility and Comfort.

Our "Lynco" line is equally desired where medium and low priced shoes are produced.

Our combinations of Innersoles and Platforms are processed in whatever type construction required to meet the style trend. Easy to work. Let us solve your problems in this field.

"Wedgies," of compressed fibre, our newest item, is comparable in quality and design to our other famous, long sought products.

LYNN INNERSOLE CO.

119 BRAINTREE STREET

ALLSTON, MASS.

Canadian plant:—Lynn Innersole of Canada, Ltd., Chambly Basin, P. Q., Canada

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